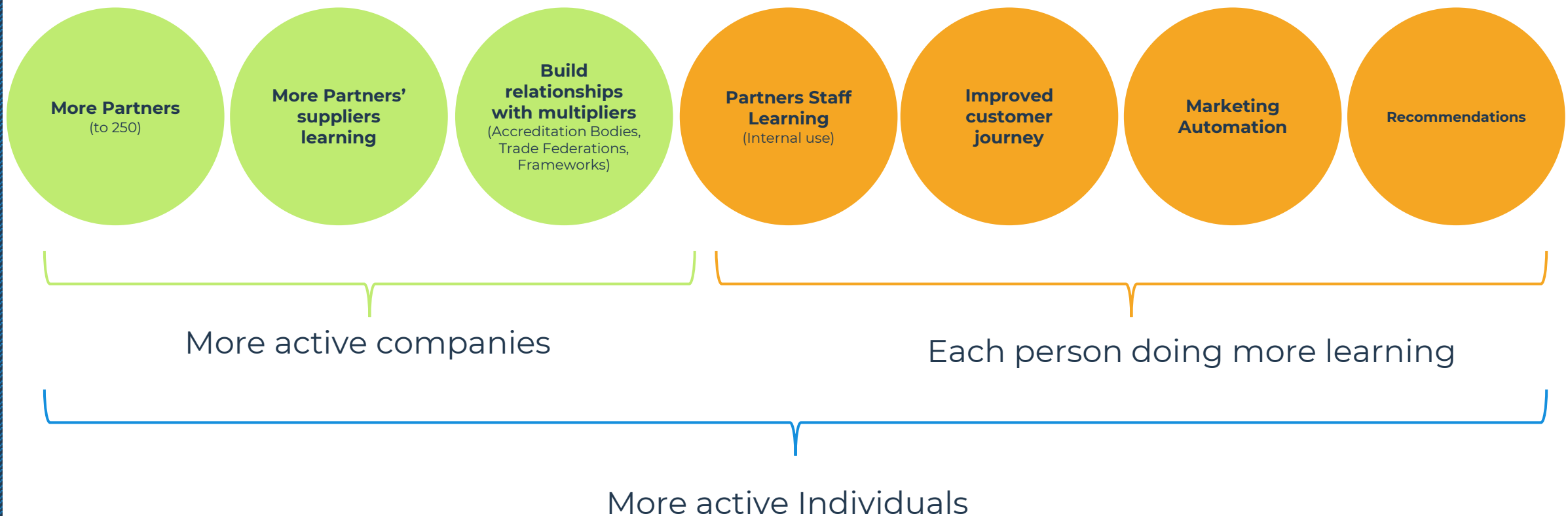


# Business Planning 2025-26

Scotland Leadership Group

# FOCUS ON

## THE HOW . . . 7 ACTIONS TO DRIVE OUR IMPACT



# FOCUS 2025-6

To educate and upskill more people in the Scotland sector about sustainability and build maturity in key priority areas across partner supply chains

**Progressing the Scotland Training Programme with Training Sessions / Virtual Conferences to build knowledge in key issues for the Scotland market value chain:**

## **Collaborate to reduce carbon and highlight energy issues**

- Run virtual conference for the supply chain related to energy/carbon & retrofit in Scotland
- Engage in the Climate Action Group to shape content – Partners to have representatives on the group and task groups. Key priorities: Embodied and Whole Life Carbon, EPD's, HVO/alternative fuels, Future Homes Standard

## **Collaborate on waste reduction and resource efficiency**

- Deliver training on designing out waste and circularity with a focus on Zero Waste Scotland's material hubs via a Virtual Conference on Resource Efficient Design & Innovation involving Zero Waste Scotland on the Munich project (likely in November 25) engage relevant individuals in this training
- Engage in the waste and resource efficiency group to shape content – Partners to have representatives on the group

## **Collaborate on social sustainability, community wealth building and FIR (Fairness Inclusion and Respect programme)**

- Deliver training day for partners to collaborate on social sustainability enabling partners to pool their thinking and knowledge in this area
- Deliver training on community wealth building and FIR involving Scotland partners and stakeholders such as Scottish Futures Trust

## **Collaborate on biodiversity nature positive, adaptation and resilience**

- Deliver training on biodiversity and nature involving NatureScot and others eg peatland protection, new code, adaptation and resilience, designing in natural materials.
- Engage in the nature group to shape content – Partners to have representatives on the group

# FOCUS 2025-6

To educate and upskill more people in the Scotland sector about sustainability and build maturity in key priority areas across partner supply chains

**Task Groups will be established to develop outputs/outcomes on the following key areas:**

## **Future Workforce**

**1. Colleges recruitment of new partners** - We will recruit colleges in Scotland to become School partners to ensure the future workforce has access to the School's sustainability agenda. This will be done through collaboration between SLG partners and the School's Future Workforce programme to communicate the combined strength of the School's Scottish partners. Our target is to involve 5 colleges this year.

**2. Future Skills Video** - showcasing Future Skills and decarbonisation with a partner in Scotland.

## **Existing Workforce**

**1. Sustainable Construction Sites E Learning and Launch Webinar (1<sup>st</sup> October 2025)** The School to edit the videos from the e-learning module on Sustainable Construction Sites which will feature Scottish Water sites. The leadership group will work together to ensure maximum exposure and use of this resource across Scotland. Target = 100 Scottish companies to complete this new resource.

**2. Produce a separate short video resource** to share best practise more effectively across Scotland on Sustainable Site set up and a learning pathway bespoke to Scotland.

**3. Produce a Circular Economy Sustainability Short** involving Zero Waste Scotland's expertise.

# Focus 2025-6

To educate and upskill more people in the Scotland sector about sustainability and build maturity in key priority areas in partner supply chains

## Priority 4 – Driving engagement and impact in the Scotland sector

- **Partners priority supplier lists** and set targets to their supply chains to engage in the School's learning contact Jenny in the Partner team if you need help eg creating sub business units etc.
- **Developing Scotland specific School Learning Pathways** and sharing other relevant pathways with suppliers eg Sustainable Site Set- Ups on key priority areas. Lorraine will incorporate these into a priority supplier email to share with suppliers.
- **Partners assigning learning** (via the School's LMS / Learning Pathways or their own) to their workforce and to upload colleagues onto your company dashboard to maximise internal training consider HR including in appraisals.
- **Share Training & Learning links** as above with colleagues / HR and supply chain with an emphasis on the training being quality, free and CPD accredited. Lorraine will circulate regularly.
- **Partners are encouraged to make introductions** to the School via Lorraine as Scotland Market Manager key stakeholders eg clients, public sector, networks in the built environment
- **Key Scotland Resources** send Lorraine any key Scotland resources relevant to the priority areas which you would like us to provide on the School
- **Invite the School to your Supplier Days**

# FOCUS 2025

To educate and upskill more people in the Scotland sector about sustainability and build maturity in key priority areas in partner supply chains

**Collaborate to drive engagement in the Scotland Supply Chain under the combined voice of the SLG within the built environment sector.**

- Assist the School by continuing with introductions with multipliers and industry trade bodies, such as CITB Scotland, Constructionline, Transport Scotland, Scotrail, LA sustainable procurement networks, clients and other stakeholders. This help us to attract new members and priority suppliers to become active in the School and encourage growth in maturity to achieve bronze level and above.
- We have already this year made strides with LA procurement networks for the Embedding Sustainable Procurement Webinar and being invited to present for Dundee City Council procurement and net zero teams, Changeworks employee meeting (retrofit social enterprise working with clients including RSL') and

# KEY PERFORMANCE INDICATORS 2025/6

Deliverables Target	March 2025	Q1	Q2	Q3	Q4	TARGET
Active companies (region)	897 (76/43/100)	950	1000	1050	1100	1,100
Active individuals	1,729	1,850	1,950	2,050	2,150	2,150
No. of Partner priority suppliers (active members) (525 last year) NB – 4,545 is UK total	634	675	700	725	750	750
Learners @ training (Number of individuals attending training and webinars cumulative)	957	250	500	750	1000	1000
Virtual Conferences (inc. collaboration with other groups) (Average of 500 learners @ each) (1)	3	1	1	1	0	3
Training workshops x 4 (Average of 20 learners)	5	0	1	1	1	3
Webinars (1 hour) x 12 (Average of 150 learners)	11	3	2	3	2	10
Assessments + re-assessments total (corporate market) <i>Cumulative</i>	843	100	200	400	400	400
Bronze, Silver & Gold members	219	250	275	300	325	250

# HOW DOES THE ACTIVITY SUPPORT THE 100K STRATEGY?

Activity	Why is this needed?	Who is the audience?	How does this benefit the sector?	How does this help to get people learning through the School?	Who can we collaborate with? (other membership organisations; trade federations etc)
Virtual conference – Retrofit and Energy in Homes	Panel of experts addressing this key policy issue for Scotland	Multipliers related to renewables, heat, energy, supply chain and partners	Address key issues related to the forthcoming Heat in Buildings Bill and how to decarbonise heat in Scotland	Suppliers and Partners given the opportunity to attend to explore how to meet the target prohibiting polluting heat in buildings by 2045	Heat Network Scotland, <a href="#">Scottish Renewables</a>
Virtual Conference Commercialising Resource Efficient Design	Round up of webinars in Scotland related to low carbon materials	Supply Chain in Scotland and materials/ sector multipliers	Looking at how to bring low carbon materials to market	Highlight good practise with examples of innovative materials	Manufacturers, suppliers, energy providers, supply chain in Scotland
Engaging priority suppliers from Partners through building learning pathways, attending training, organising partner workshops	To ensure suppliers engage as active members in the School in key priority areas for Scotland	Supply Chain of Key Partners	To build maturity and upskill in key priority areas for Scotland	Ensuring priority supplier lists are updated on the School (via Jenny in Partner team) to share training opportunities	Partners and their supply chains
Partner Collaboration on Future Skills	To engage more colleges in being partners of the Future Workforce Group	Colleges, learners and future learners	Help to tackle the skills shortage and develop interest in construction and net zero careers	New Scotland partner colleges will make learning available to their students	Partners to introduce us to key colleges



# WHAT ADDITIONAL RESOURCES ARE NEEDED?

<i>Activity</i>	<i>Why is this needed?</i>	<i>Who is the audience?</i>	<i>How does this benefit the sector?</i>	<i>How will it help to get people learning through the School?</i>	<i>Who can we collaborate with? (other membership organisations; trade federations etc)</i>	<i>Resources required (£)</i>
Social Sustainability Workshop for Key partners /supply chains (stage 1)	Partner collaboration proposal by Vaishali	Partner leaders / Scotland	Raising awareness of the key issues and scoping out issues for a potential heatmapping project (stage2)	Provide a platform for scoping, next steps and assessing deeper interest in social sustainability for future content/research and engagement with value chain	Potential for future training session on this topic if research is carried out to highlight Scotland focus	£2k (cost covered via partner team workshops)
Circular Economy Sustainability Short	Update the current sustainability short which seems outdated to a circular approach	Partner leaders/Scotland/ Value Chain/Waste and Resource Efficiency Group	Demonstrates the circular economy as a forward looking principle for reuse	Provide a toolbox talk to compliment Zero Waste Scotland's training and pan-European funding	Zero Waste Scotland	£2k