

Route map to net zero

Securing a Green Recovery on a Path to Net Zero

House keeping

> Please place your microphone on mute and camera off

> Webinar will be recorded and the recording made available

> Slides will be made available





ESP Webinar 5 November 2024

Rachel Tulloch Dougie Knox





About ESP

ESP is a collaboration of Scotland's colleges and industry partners established to increase the capability and capacity to deliver the right skills for the **Energy, Engineering and Construction** sectors with a lead role for **STEM**.



Vision

A college sector working in partnership with Government, agencies and industry to meet national and regional skills needs, maximising investment and job opportunities aligned with emerging technologies, the Climate Emergency and the Just Transition to Net Zero.



ENGAGE AND INFLUENCE

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 Development Network
- College Principals' Group
- · Colleges Scotland
- Vice Principals' Group

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

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



FUTURE VISION

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.

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.

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.

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.

3

A Place for Traditional Skills: Traditional skills are incredibly important in 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.

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.

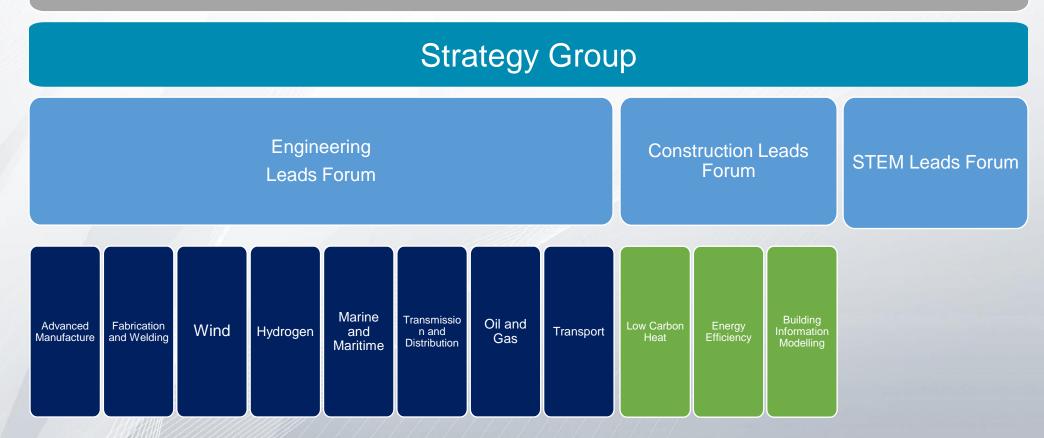
4

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.



ESP Structure

Management Board





Training Networks

- Advanced Manufacture
- Automotive
- Fabrication & Welding
- Hydrogen
- Marine & Maritime
- Wind
- Energy Efficiency
- Low Carbon Heat
- Building Services
 Engineering
- Construction Crafts
- Construction Trades



	Advanced Manufacture Training Network	Automotive Training Network	Fabrication & Welding Training Network	Hydrogen Training Network	Marine & Maritime Training Network	Wind Training Network	Energy Efficiency Training Network	Low Carbon Heat Training Network	Building Services Engineering Training Network	Construction crafts training Network	Construction Trades Training Network
Ayrshire College	4	✓	✓			✓	✓	✓	✓	✓	✓
Borders College	✓	1	✓	✓	✓	✓	✓	✓	✓	✓	✓
City of Glasgow College	✓		✓		✓		✓	✓	✓	✓	✓
Dumfries & Galloway College	✓	✓	✓			✓	✓	✓	✓	✓	✓
Dundee & Angus College	✓	✓	✓	✓		✓			474	1////	
Edinburgh College	✓	✓	✓	✓			✓	✓	✓	✓	✓
Fife College	✓	1	✓	✓		✓	✓	✓	✓	✓	✓
Forth Valley College	✓		✓	✓		-157/2					
Glasgow Clyde College	✓	1	✓			GLY L'A	✓	✓	✓	✓	✓
Glasgow Kelvin College	✓	✓	✓			7.73/	✓	✓	✓	✓	✓
NESCol	✓	✓	✓	✓	✓	✓		✓			
New College Lanarkshire	✓	✓	✓				✓				
Orkney College UHI				4	✓						
South Lanarkshire College							✓	✓	✓	4	✓
UHI Argyll					✓	✓		4///			
UHI Inverness	✓	✓	✓			✓	✓	✓	✓	✓	✓
UHI Moray	✓	1	✓		1////	✓	1///	✓		✓	
UHI Outer Hebrides			✓	4	1	7//	47				
UHI North Highland	✓		~	*		✓					
UHI Perth	✓	✓	✓	////	11/1	9/1/1	✓	✓	✓	✓	✓
UHI Shetland		1777	✓		✓	✓	✓			4	✓
UHI West Highland	✓	1/1/	1/1/		✓	11					
West College Scotland	✓	✓	✓		I/I/I		✓	✓	✓	✓	✓
West Lothian College	✓	✓	~	*	11/	(:	✓	✓	*	~	✓



Current Activity



Zero Carbon Transport

Booking System for Shared Resources



OVER 100 STAFF FROM 15
COLLEGES UPSKILLED TO IMI
LEVELS 2&3 ELECTRIC VEHICLE
MAINTENANCE

8 Electrical & Hydrogen Fuel Cell units



1 Cartrain + 1 TruckTrain + First Responder units with cloud based learning





Nissan Leaf
vehicles purchased
and placed in colleges
across Scotland as
shared training
resources



17 ELECTUIDE
HIGH VOLTAGE
TRAINING AIDS WITH
RELATED CLOUD
BASED LEARNING
PURCHASED.



TS Zero Emission Skills Baselining Maritime and Aviation, Space Scotland Skills Group



Hydrogen

ESP's Hydrogen Training Network was established in September 2019 to address the expected demand for hydrogen skills. Initially around 9 colleges where hydrogen projects existed and with some expertise already in place, growing rapidly with expected industry demand.

Curriculum & Resources

Online Hydrogen General Awareness Course

Hydrogen for Transport Online course

IMI Level 1 Award in Hydrogen Vehicle Awareness

IMI Level 2 and Level 3 Hydrogen Vehicle - Pilot stage

Professional Development Award - Hydrogen: An Introduction for Technicians

- Safe H2 Gas Handling
- Operating Principles of an Electrolytic Hydrogen Facility
- Design Principles of a Hydrogen System

Desktop Hydrogen Fuel Cell Trainers

Fuel Cell Trainer

Energy Lab System

Hydrogen Refuelling Station – VR programme

H2GP - Hydrogen Car Grand Prix STEM Challenge

Hyundai Nexo Hydrogen Car





2024-25 Activity



Further VR Developments
Heavy Duty Vehicle



Low Carbon Heat
Heat Pump Training for 3rd/4th Year
Plumbing & Heating Apprentices



Scottish Enterprise Factsheets
For Hydrogen Supply Chain



EV Charge Point
Installation & Maintenance
Train the Trainer
Industry Upskilling for
Qualified Electricians

SOWEC



The Scottish Offshore Wind Energy Council (SOWEC) is a partnership between the Scottish public sector and the offshore wind industry, co-chaired by Dr Alasdair Allan, Acting Minister for Climate Action, and Brian MacFarlane of SSE.

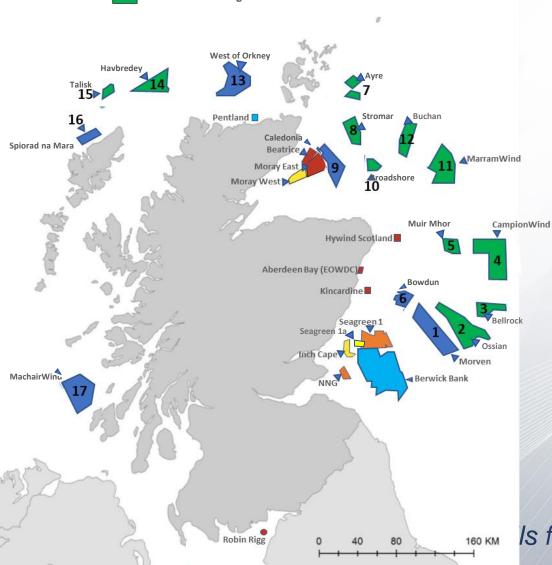
Vision

A world-class offshore wind sector that underpins the transition to net zero by 2045 and maximises the value to Scotland.

Mission

To coordinate and grow the sector, ensuring the Scottish offshore wind industry is more sustainable, competitive, and commercially-attractive, both domestically and in the global offshore wind market.

Operational Under construction Consented With Seabed Lease ScotWind 1 fixed ScotWind 1 floating



ScotWind Round

Total = 27,626MW Floating Wind = 17,871MW (65%)

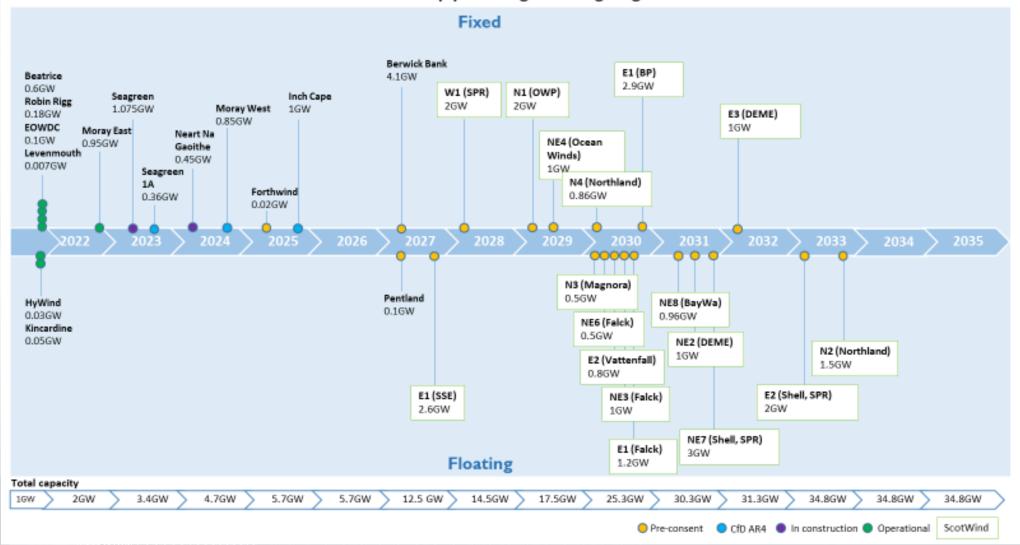
SITE	DEVELOPERS	CAPACITY
1	BP and EnBW	2,907MW
2	SSE Renewables, CIP and Marubeni	2,610MW
3	Renatis and BlueFloat Energy	1,200MW
4	ScottishPower Renewables and Shell	2,000MW
5	Vattenfall and Fred Olsen Seawind	798MW
6	Thistle Wind Partners	1,008MW
7	Thistle Wind Partners	1,008MW
8	Renatis, Orsted and BlueFloat Energy	1,000MW
9	Ocean Winds	1,000MW
10	Renatis and BlueFloat Energy	500MW
11	ScottishPower Renewables and Shell	3,000MW
12	Floating Energy Allyance	960MW
13	RIDG, Corio Generation and TotalEnergies	2,000MW
14	Northland Power	1,500MW
15	Magnora Offshore Wind	495MW
16	Northland Power	840MW
17	ScottishPower Renewables	2,000MW
18	Ocean Winds	500MW
19	Mainstream RP and Ocean Winds	1,800MW
20	ESB Asset Management	500MW

Is for the energy, engineering and construction sectors



Timeline of Projects

Offshore wind pipeline - generating target date

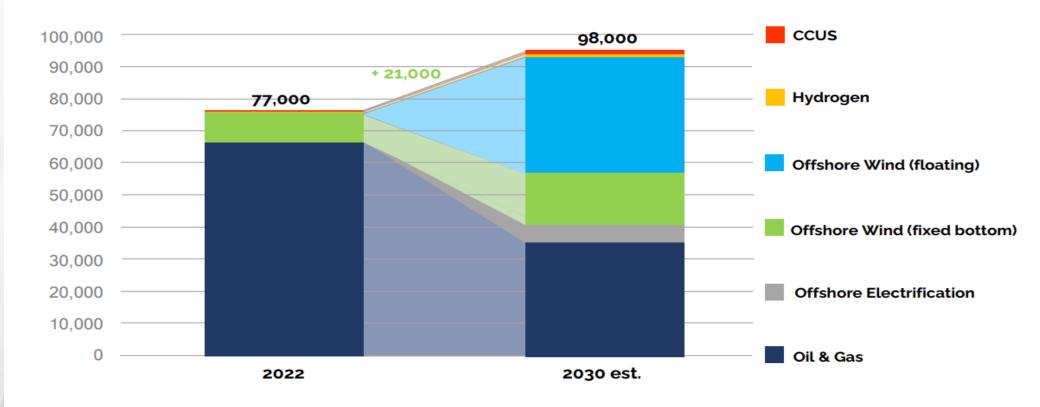




Scotland Energy Sector: Offshore Energy Demand

Offshore energy sectors - Scotland

2022 to 2030 Jobs Estimates by Sector - Direct & Indirect Employment





OWIC Skills Intelligence Model

OWIC published its skills intelligence report during Global Offshore Wind just over a week ago.

https://www.owic.org.uk/_files/ugd/1c0521_94c1d5e74ec1 4b59afc44cebe2960f62.pdf



Scotland Offshore Energy Demand-example of skills need

Fixed Bottom Wind

Skill Sub Family (top 6 skills)	Current 2022	Requirement 2030	Difference
Engineering Professions	1,324	2,397	1,073
Manual Construction	1,019	1,846	827
Skilled Operations & Maintenance	825	1,493	668
Operational Management	450	816	366
Skilled Construction	285	516	231
Skilled Mechanical	239	432	193
Sub-Sector total	9,325	16,890	7,565

- Engineering Professions increase, which reflects the need for large volumes of these skill during onshore and offshore construction of turbines. This group consists of Engineers of all types and surveyors. Similarly skilled mechanics
- Manual Construction which covers everything from Labourer, Groundworker, to Quayside Operative skilled at Level 4/5 makes up the backbone of the fabrication industry

Floating Wind

Skill Sub Family (top 6 skills)	Current 2022	Requirement 2030	Difference
Manual Construction	0	3,621	3,621
Semi - Skilled Construction	0	2,644	2,644
Manual Mechanical	0	2,380	2,380
Skilled Construction	0	2,176	2,176
Engineers/Surveyors	0	2,065	2,065
Semi-Skilled Mechanical	0	1,942	1,942
Sub-Sector total	0	37,140	37,140

- Skilled O&M individuals to service and maintain the turbines that are in operation.
- Similarly there needs to be managers to control the maintenance activities and manage the round the clock operations of the arrays
- Professional Services like Legal, Audit, Medical and Consultancy is also an area of huge increase,



Grid

Investment of over £700bn is needed by 2037 to meet net zero according to Treasury analysis

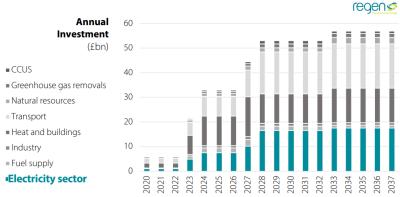


Figure 6: Additional annual investment required to reach net zero 2020-2037 excluding network investment (£bn, undiscounted 2020 prices). Source: BEIS Net Zero Strategy - Build Back Greener supporting workbook, using mid point average investment in each carbon budget period.

Preparing the grid for net zero will require between £100-140bn of additional investment

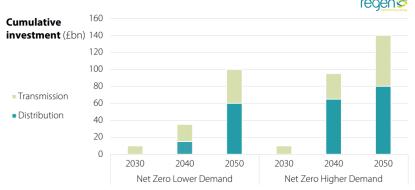


Figure 7: Cumulative onshore network investment required under two electricity demand scenarios (PV 2021-2050, 2020 prices). Source: Electricity Networks Strategic Framework Appendix I (BEIS/Ofgem).

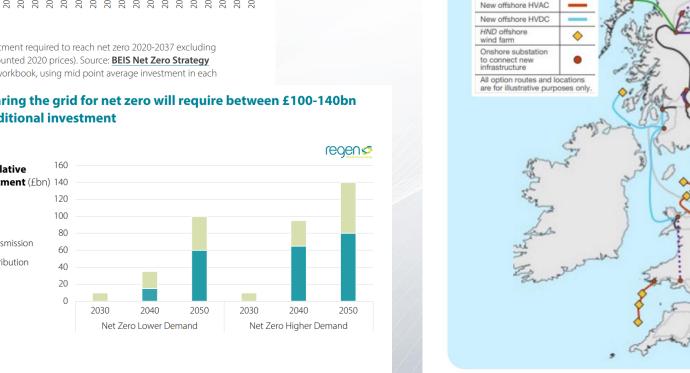


Figure 14: Holistic Network Design Pathway to 2030, project map.

Legend

Existing network

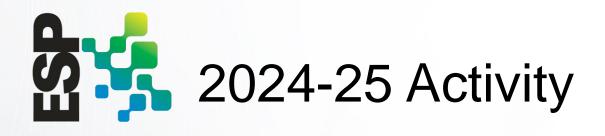
Existing network upgrade

infrastructure

Other works

New onshore network

New subsea network



- Focus on increasing Fabrication and Welding capability & capacity
- AR welding equipment as shared resource for Colleges
- VR headsets for wind turbine technical training
- Advanced manufacturing CPD
- SOWEC sector attractiveness events
- Inward Investment Opportunities



Thank You

Questions?



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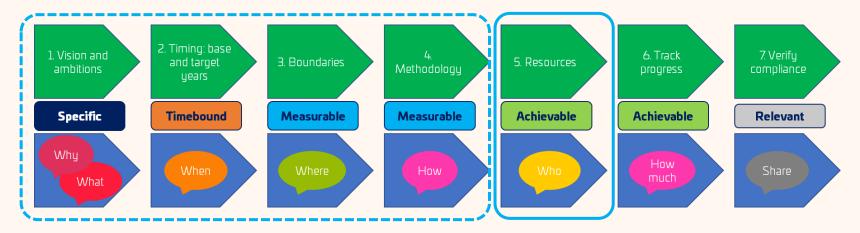
Sector Manager – Engineering & STEM

dougie.knox@esp-scotland.ac.ul



Agenda

The 5Ws and 2 Hs of Net Zero - Who



- > Update on the Who or resources of Net Zero
 - Financial resources
 - Human resources



Green transition

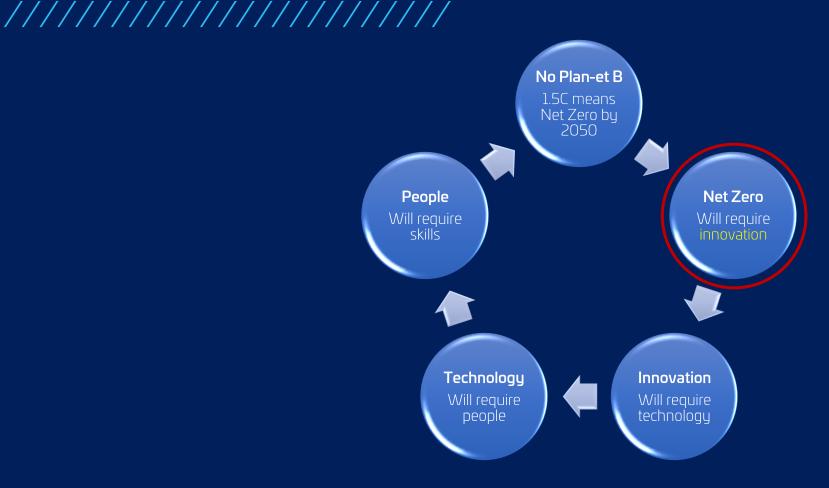
What are green skills?

- > Green skills are the knowledge, abilities, values and attitudes needed to live in, develop and support a sustainable and resource-efficient society (UNIDO)
- > Employability it is not about new green skills but 'greening' of traditional skills
- Just as most roles now require digital and safety skills, jobs can be performed in a more sustainable way if workers have green skills





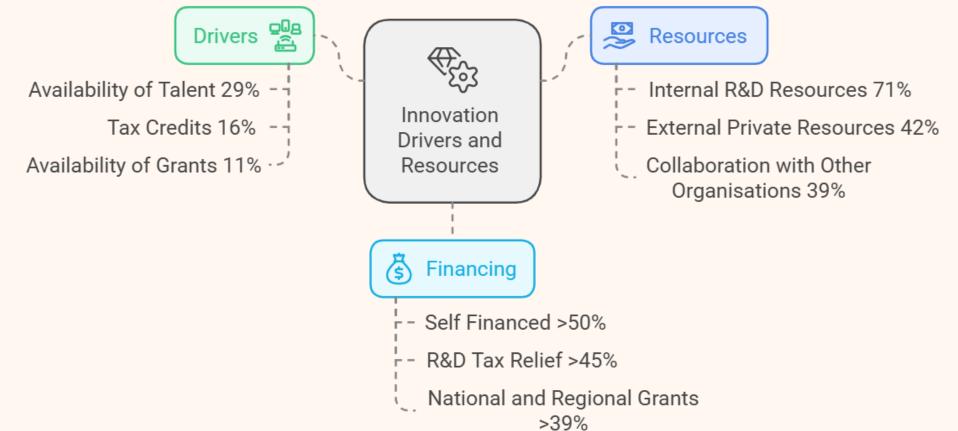
Roadmap to Net Zero





Innovation

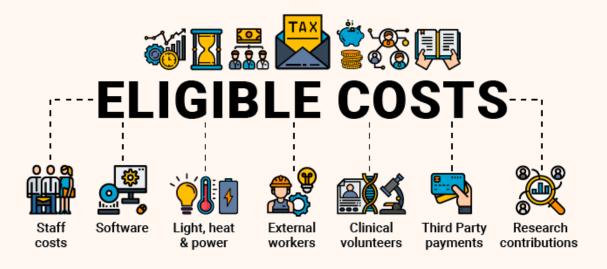
The UK's consumer goods and manufacturing sectors

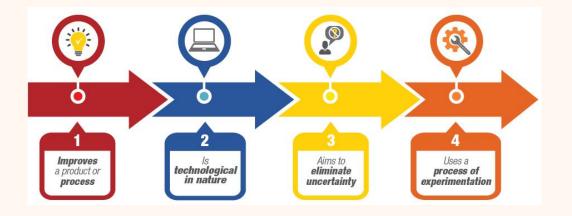




Financing

R&D tax credit









Funding opportunities

Monthly newsletter

SMEs ar in secur reduce e When as their kno series of rated th about fu

64%

climate

Zeroing In: Zeroing In:

Leaving a Positive Legacı

The Long Time Project

The Long Time Project is focused on findir new ways to help us care about the long-t future, so that we take responsibility for it.

It aims to galvanise public imagination an collective action to help us all be good ancestors.

Overview of Environ ESRS (under CS

The path to a sustainab

Local: UK Government Threat to achieving Net Zero targets by 2050

The Government has allocated E4.2 billion of funding up to 2025. But it is difficult for businesses to know what funding is available and from where.

The government itself has made few public sector funding commitments in its delivery plan beyond 2025, providing little comfort for investors in the medium to



Zeroing In: 1

Global: Circularitu

2023

Circularity Gap Report

Although much of their infrastructure is already

built up, Shift countries still contribute

howing to planetary boundary overshoo

Grow countries make a large contribution

beneful bu newfurtner materials to free! th

the overshoot of planetary boundaries

demand of higher-income (Shift) coun

Build countries make a minimal contributo the overshoot of planetary boundaries

CCR 2023 (circularity covoid)

Zeroing In: 1

Trend: Factual Healing

Generative AI - truth friend or foe? Launched in September 2023 ChatNetZernis an Al-nowered chatho

designed by a global consortium of scientists to answer dimate-related Climate is another high-interest subjefor disinformation due to its emotive nature. As extreme weather events intensify, so too does misinformation.

40 37 24 19 12 9 4 Consultant supporting with GHG reporting ■ Non-profit organization/NGO/civil society Provider of data/product related to GHG report Academia/research
 Government institution GHG reporting program or initiative ■ Electric grid operator

The path to a sustainable

Zeroing In: T

Global: business value

Beyond checking the box Spendingon sustainability reporting exceech spendingon sustainability innovation by 43%.

But organizations that embed sustainabil throughout their operations show better financial outcomes: 52% more bloky to outperform their peers on profitability, wif a 16% higher rate of revenue growth. 53% of organizations that embed essential for justifying sustainability

GHG PROT SUMMAR' CHC Protocol inv Standard, the Sci The Draft Sumo Adjustmer
 Accounting the Phasing of Clarification

Global: Offsetting

vetting has arrived

The Integrity Coursel for the Voluntary Carbon Market (EVEM) and the Voluntary Carbon Markets Intilate (VEM) are effect direction and much necessit independent assurance in the voluntary offset market. ECMI has delivered the Core Carbon Directions and commenced (CDI)

never has convey one core variors. Principles and convey profing CCP. Assessment Framework, setting forth standards for operanens, emissions impa-and sertainable development to help bruge identify high-integrity credit quality.

Zeroing In: 1

Zeroing In:

Global: The rise of climate

Evolving landscape

As at 31 December 2022, 2,180 cases were filed in 45 jurisdictions, including special procedures of the United Nations and arbitration influmals.

The last free gives have witnessed an exponential rise in climate-related litigation logal cases can be protracted, financially cestig and tricion reputational clamage. As climate action intensifies and clobal consumers focus more on sustainability, climate-related literation is forecast to rise even further.



Zeroing In: The Path to a Greener Future

NET ZERO BY 2045

We are excited to offer you a valuable expondurity to learn and explore the topic of Net Zero Valour orientation course-himoduction to developing a SAMATT manifum to Net Zero and our comprehensive course Uniocking Success in Developing a SAMATT manifum, both offered at a reduced price for our members.

Errolling in the main course will give you access to an exclusive offer that includes Bonus Resources, <u>Paysonalised</u> Support Certification and Community Access.

Additionally, as a valued member, you will also receive free access to our **Net Zero Library**, a collection of nearly 500 downloadable documents regularly updated to keep you informed. Don't forget to request your coupons at <u>retizerous</u>. The main course promises to equip you with in-depth knowledge and practical skills in Net Zero and sustainability, empowering y

Enroll now to take advantage of these exclusive benefits and unlook a world of knowledge and growth. We look forward to welcoming you to the main course and supporting you every step of the way.

Global: Guide to engagi stakeholders in the net zero transition

Insights that can help on proposal briefing As you progress your greater-directions zero journey, you may need to conside

investigation to prove costilo concerna concessión assets. But are your stakeholders Contrica has prepared a quide that can help

you understand the likely interests and concerns of the stakeholders who are commanly involved in energy investment decisions.

Travel support for UK businesses to attend Europe

To be obtable for support, upon need to be a for-point UK, based R&D performing SME, carrowing to the EL debritton. If successful in your application for based and accommodation costs, upon will receive pro-active support from invocate UK to help your upotation between the all mechany.

Up to £700 is available to help cover travel and fewerles arrest for LRC businesses to ottored for

subsistence costs needed to attend a list of event

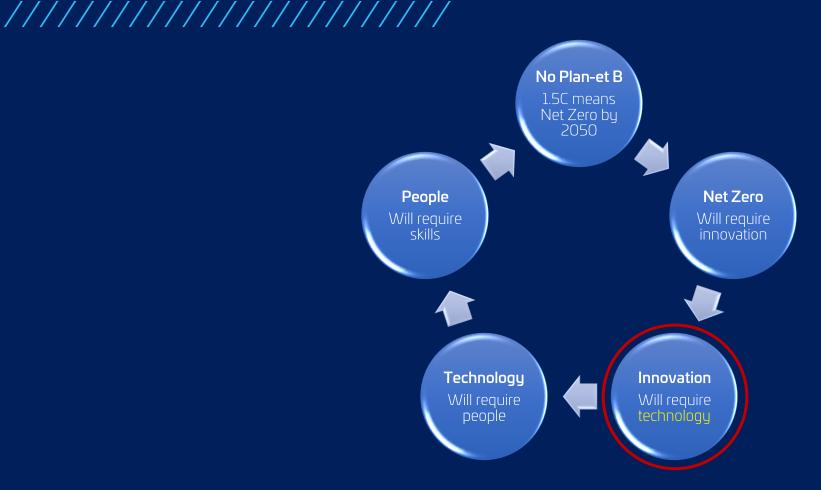
support national solar

loading clean power developer, www.Solar Energy Solutions (SENS UK), aiming to propel Scotland's journey towards net zono. This rollaboration promises to inflorit solar faints.

cottish Farmors Unite to Support National Sola



Roadmap to Net Zero





Chapter 4 Industry

Chapter 5 Waste and

Chapter 6 LULUCF

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2020

Active travel

£500 million investment £62 million Energy in active travel projects Transition Fund and over five years, £500 million to improve bus priority infrastructure and £9 million Scottish Ultra Low Emission Bus Fund.

£34 million Scottish **Industrial Energy** Transformation Fund (SIETF) launched. Hydrogen Policy Statement published.

Energy

Transition

Fransformation

£1.6 billion Heat in Buildings fund announced, to be invested over the next Parliament: £6.9m heat demonstration; and initiation of Heat pumps cashback schemes.

Buildings

hydrogen for domestic heat demonstration

Heat pump

Need for new petrol and diesel cars and vans phased out and car kilometres

At least 250,000 hectares of peatland restored.

reduced by 20%.

Peatland Vehicles

日

Renewable energy generation in Scotland accounts for the equivalent of 50% of our energy demand across electricity, heat and transport.

Renewable

2030

At least 50% of Scotland's building stock is heated using zero emission systems.

First delivery-scale **NETs** installations begin operation.

Buildings

NETs

2025

Scotland's passenger rail services considerably decarbonised, with just a few years to go until they are fully decarbonised (in 2035)

2032

Rail



Low Emission Bus

Electricitu generation

2022

Plastics

Updated Electricity Generation Policy Statement reviewed and published.

Carbon Capture and CCUS Utilisation Challenge Fund initiated, concluding in 2024.

DRS Implementation of Deposit Return Scheme (DRS) for single use drinks containers.

Legislation to restrict supply of specified single use plastic items comes into force. Consultation launches on a charge on single use disposable beverage cups and legislation to increase the carrier bag minimum charge from 5p to 10p.

£70 million fund to improve local authority recycling collection infrastructure established.

Recycling

Environmental conditionality introduced to extend requirements to all farmers and crofters to undertake environmental actions.

2021

Energy Strategy Update published.

Hydrogen Action Plan published.

Farmers

2023

Low Carbon Manufacturing Challenge Fund launched. Manufacturing

Peatland

At least 20,000 ha of peatland restored annually.

First tranche of funding available from the £180 **Technologies** million Emerging Energy Technologies Fund.

£120 million over the next five years for Zero Emission Buses.

Zero Emission Bus

4th Climate Change Plan published.

Need for any new petrol and diesel light commercial vehicles in public bodies phased out.

Vehicles

Food waste reduced by 33% from

ended.

2013 baseline and 70% of all waste recycled. Landfilling of biodegradable municipal waste has

Food waste

Zero emissions heating systems account for at least 50% of new systems being installed each vear.

Heating

Landfill



2024

Subject to the passage of the Heat Networks (Scotland) Bill, district and communal heating systems become regulated.

Heat network



Regional Land Use Frameworks developed.

Bioenergy Action Plan published.

Local Heat and Energy **Efficiency Strategies** launched across all local authorities.

Land use

Bioenergy

18,000 Ha of new woodlands created annually.

New Build Zero Emissions from Heat Standard.

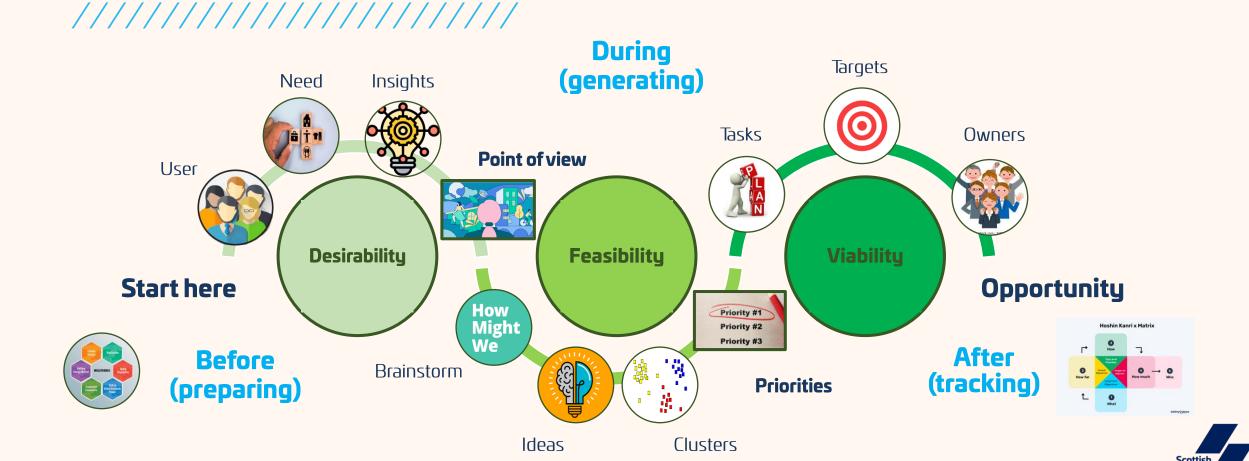
Acorn Project Development begins, concluding with Direct Air Capture and Storage operating from St Fergus Gas Plant in 2026.

Woodland

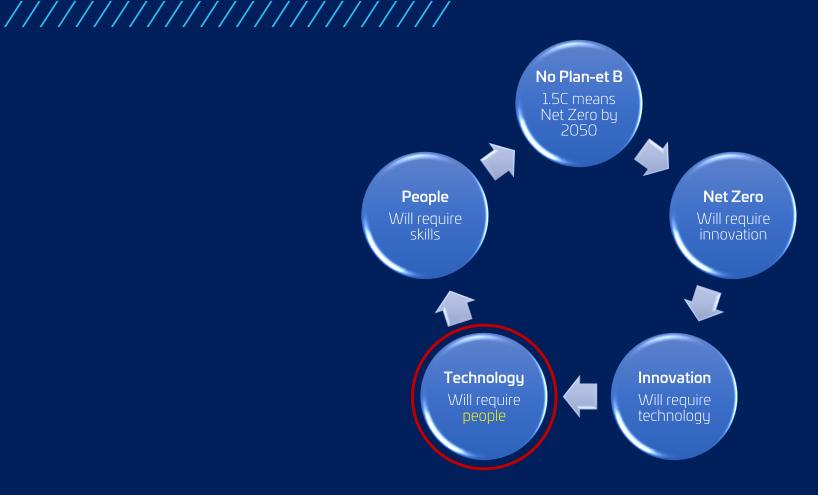
DACS



Innovation skills



Roadmap to Net Zero





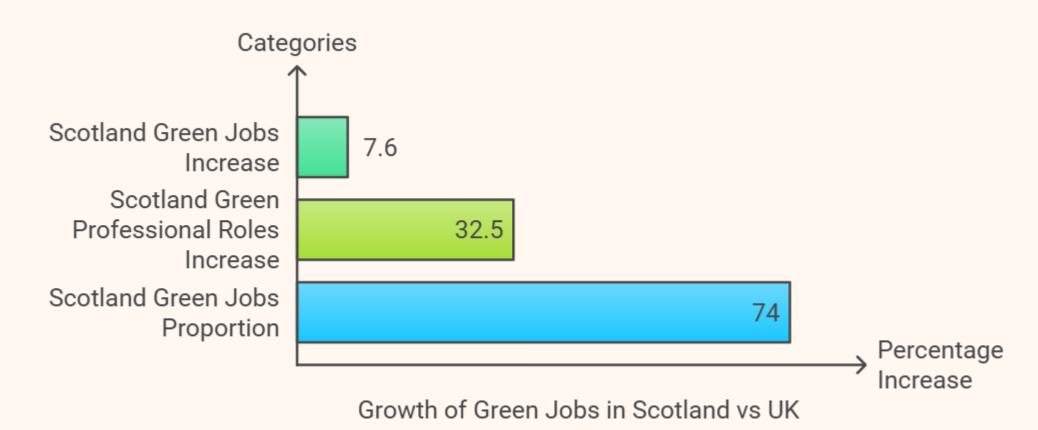
Employee

The demand outpaces the supply



Employee

The Scottish ecosystem – 2023 vs 2022





Employee

Green Job in Scotland (2023, 18 sectors)

28% Electricity, Gas, Steam, and Air Conditioning

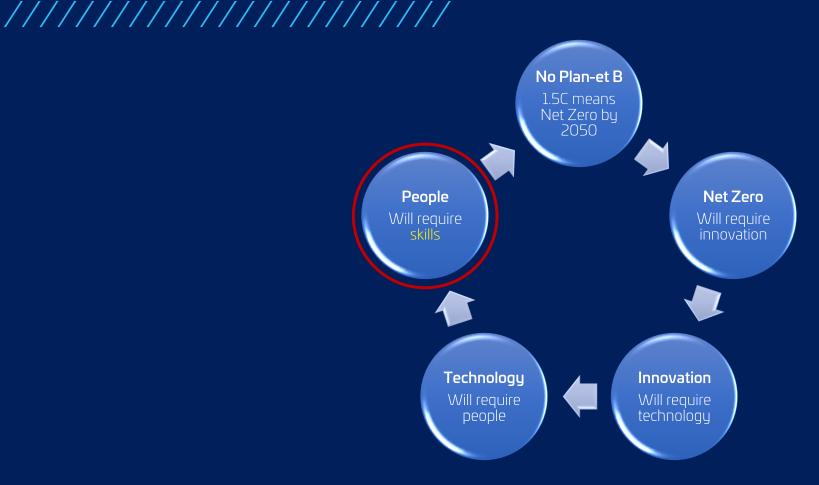
16% Professional, Scientific, and Technical Activities

28% Electricity, Gas, Steam, and Air Conditioning

24% Water Supply, Sewerage, Waste Management, and Remediation



Roadmap to Net Zero

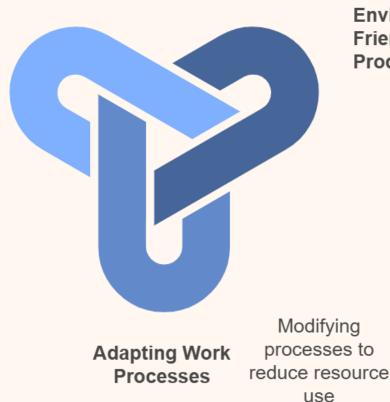




Green skills

Purpose

Contributing to supporting the environmental Green Economy goals indirectly Indirectly



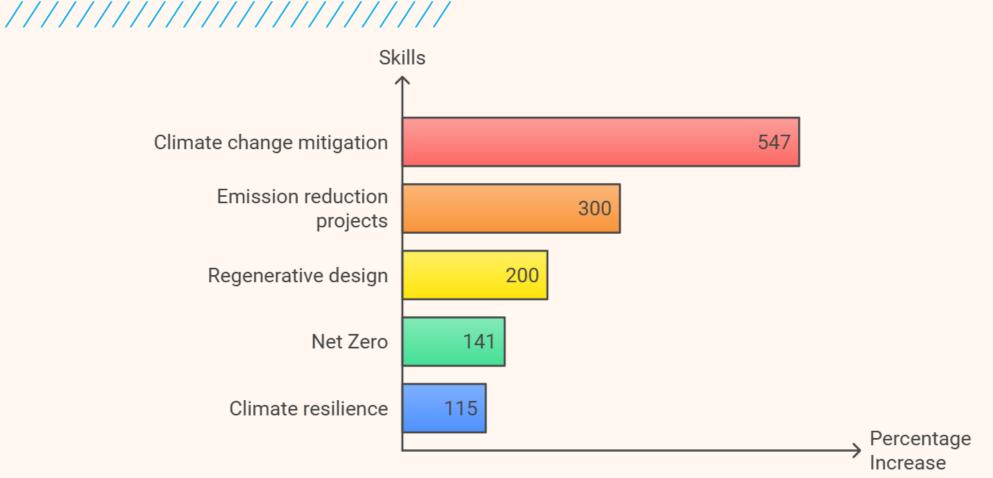
Producing Environmentally Friendly Products

Creating sustainable goods and services



Skills for net zero

The fastest growing and most popular skills (UK and US)





Sustainable skills

Example: Finance - a critical enabler that is starting to green

Emissions

Trading (131%)

Reflecting rising interest in market-based emissions reduction strategies.

Climate Action Planning (153%)

Highlighting increased focus on climate strategies.

Carbon Accounting (130%)

Emphasizing the importance of tracking carbon footprints.

Reporting (88%)
Underlining the need for

Sustainability

transparent sustainability practices.

Impact Assessment (74%)

Showcasing the need to evaluate environmental and social impacts.





Step 5: Takeaway

Financial resources

Human resources

No Plan-et B 1.5C means Net Zero by 2050

Are the stakeholders interested in using green skills?

People Will require skills



Net Zero

Will require innovation

Is the project real? Is the project a winner? Is the project worth doing?

Do the stakeholders have green skills?

Technology
Will require
people



Innovation

Will require technology

Do the stakeholders have innovation skills?



Scottish Engineering programme

Support available











Barriers	Support
Lack of tools (52%)	Roadmap, Innovation, Lean
Lack of data (39%)	Webinars (20-off)
Lack of time (29%)	1-2-1 (330-off)
Lack of policy/funding (52%)	Newsletters (12-off)
Lack of skills (29%)	Training courses (2-off)
Lack of knowledge (29%)	Library (489 reports)

- > Please make a note of interest to:
 - > scoteng.org.uk
 - > 0141 221 3181

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Thank you

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