

Global College Malta



2030
Vision

*Our Forward Vision
and strategy*

Global College Malta is a private tertiary education institution in Malta which is recognised for providing high quality pre-degree, undergraduate degree, postgraduate degree and short course provision that is student-centered and teaching-focused, preparing all our graduates for success in their chosen profession and helping to stimulate economic vitality and growth in Malta and internationally.

Through providing an inspiring and creative environment, Global College Malta seeks to enrich the lives of all of its students by providing them with innovative learning opportunities which will allow them to explore, to develop and to realise their full academic and professional potential. In doing so, we seek to equip our students with the skills that they need to become confident, effective and culturally responsible global citizens.

We continually strive to: ensure excellence in our teaching and learning; to provide high quality academic and professional programmes which meet and exceed Maltese and international standards; actively promote scholarly work; encourage a dynamic and mutually supportive staff team; and, facilitate high levels of staff-student interaction and support.

We actively engage in collaborative relationships with industry, commerce, the public and voluntary sectors in Malta and beyond in order to enhance the educational experiences of all our students, thereby helping to enrich our learning, scholarly and social community.

The following sections of this document set out the College's strategic vision for the coming decade and its development priorities.



Introduction

The College's key strategic principles



Economic contribution

The value of higher education is clear and growing. Malta's success is linked to the work and success of Global College Malta.



Students

Students come first. Global College Malta aspires to be recognised as being the best place in Malta to be a student, providing high-quality, affordable, accessible education that prioritises students' success and fulfilment and effectively prepares them for their post-graduation careers.



Staff

Our people are our greatest asset. The College will invest in them accordingly. Themes of equity and inclusion touch everything we do. We want to be institution of higher education that is for everyone, successful only when all voices are heard.



Finances

We have a responsibility to operate in a financially secure and effective manner.



Trust

Malta should know what to expect from Global College Malta. We will work every day to maintain the trust and confidence of the people of our country.

By 2030, Global College Malta aspires to be recognised as Malta's leading private tertiary education institution with university status and a growing global reputation for excellence in everything that it does.

To achieve this Vision we will:

Seek to engage every student in a life-changing experience

Irrespective of their background, through providing innovative and inclusive education, every student will be helped to reach their potential, with outstanding academic outcomes and excellent post-graduation employability.

Meet changing demand and widen participation

The College will grow its student population to in excess of 3,000 students, including growth beyond Malta through the development of the College's physical and digital presence.

Enhance our research and scholarship capabilities so as to provide innovative solutions that help improve global society

The College will develop its research and advanced scholarly capabilities, building a recognised research community of academics and students undertaking research study. This community of scholarship will translate academic expertise into practical results that can be utilised in Malta and beyond.



The College's 2030 Vision



The College's 2030 Vision

Be recognised as a key member of Malta's educational, business and social community

The College will embed itself more firmly in Malta's education, business, social and cultural communities and, through its engagement activities, make recognised and lasting positive differences to Malta.

Progressively build our global reach and reputation

The College will promote global engagement for our students and staff and seek to make active contributions to global research, scholarship and innovation.

Transform the College's alumni relations and advancement activity

The College's alumni will become global ambassadors for Global College Malta. Philanthropic activity and donations will progressively help contribute to the development and enhancement of our education, research and student opportunities.

The College recognises that these ambitions for 2030 are undoubtedly challenging. Achieving them will only be possible if all the College's staff are fully and proudly engaged in working for Global College Malta.

In seeking to deliver this ambitious and challenging future vision, we will work hard to inspire the College's community to be creative and bold. We will also work to transform the digital technology and systems that support our staff and our students and will invest in our physical location and infrastructure to meet these shared ambitions.

In order to help achieve our Vision for 2030, we have established a series of interim objectives for 2028.

Our targets for 2028 start with our staff community, since they make Global College Malta what it is.

Our people and our values

Inspiring our staff community to be creative and bold



The success of Global College Malta depends on the capabilities and drive of our community of staff. We will encourage their creativity and innovation, and foster a culture where people feel passionate about being part of the College's ambitious vision.

By 2028 we will:

Seek to inspire all College staff through our shared purpose

Our ambition for the future will be underpinned by effective communication. The College's community will be one where we listen and respond to people openly. We will be proud of the part we each play in making change happen and making a difference. Every member of the College's community will understand their role in delivering our overall vision for the future.

Realise the potential of our staff

We want to be an employer who people actively want to work for. We want to employ staff who embody the College's drive for excellence in everything that we do. Innovative and entrepreneurial approaches will be encouraged. Effective development, reward and performance management will ensure all the College's staff feel valued and achieve their organisational and professional goals.

Support diversity and inclusivity

We will seek to achieve representative ethnic representation in our staff community, promote equality and diversity, welcome new perspectives and attract talent from across the World to come and work at the College.

Embed well-being and resilience

To support effective organisational performance during a period of change and enhancement, all College staff will be supported by an organisational culture that promotes engagement and resilience.

Our people and our values

Engaging each and every College student in a life changing experience



The College wants to be recognised both in Malta and internationally for our success in offering high quality education to people with the potential and motivation to succeed. We will continue to strive to develop knowledgeable, independent students who have a global outlook, who are set for success in their future careers and who make a positive contribution to Maltese and global societies.

By 2028 we will:

Ensure that every students' experience is consistently outstanding

Learning and teaching, designed and delivered in partnership with our students, will be consistently excellent and academically challenging. Our academic and pastoral support will enhance every student's experience and outcomes.

Inspire and challenge our students

We will continue to design and deliver the College's programmes in ways that will promote engagement with contemporary research and professional practice, alongside developing global perspectives. We will seek to encourage student enterprise so as to develop tomorrow's entrepreneurs and leaders. Innovative, interactive educational approaches and technology-enhanced learning will enrich our programmes.

Reduce attainment gaps

We will seek to improve outcomes for all by providing an inclusive and accessible learning environment where every student is engaged to fulfil their potential.

Promote successful graduate outcomes

Excellent prospects for employment will be embedded in our curriculum design, delivery and assessment. We will collaborate more extensively with Maltese employers and professional bodies to ensure all our programmes incorporate simulated and real-life learning opportunities.



Engaging each and every College student in a life changing experience

Meet changing
international demand
for higher education
and widen participation



The College will seek to maximise emerging opportunities to widen student participation and expand globally, giving more people the opportunity to benefit from Global College Malta's education experience and succeed in their future careers.

By 2028 we will:

Proactively respond to changing demand


We want to increasingly become an institution of choice for prospective students and envisage progressive growth of on-site, online and international partnership delivery of our programmes. We will progressively and prudently seek to develop the breadth of subjects that the College offers, while maintaining flexibility so as to be able to creatively and effectively respond to changing demand from applicants and employers. Across our portfolio of programmes, we will promote academic excellence.

Develop digital learning

We will seek to extend our range of digital learning opportunities. Increased digital innovation and flexibility will become features of the College's on-site programmes, to help meet changing student expectations.

Meet future employer and skills needs

The contents of our programmes and modes of delivery will continue to evolve so as to reflect the needs of our students, employers, and the Maltese economy and society. We will seek to further develop interdisciplinarity in our programmes so as to address emerging global issues.



Meet changing international demand for higher education and widen participation

Develop our research
and scholarship to
provide innovative
solutions that help
improve society



We will actively seek to develop the College's research and advanced scholarly capacity so as to promote the co-creation and application of knowledge to solve some of society's current and emerging challenges.

By 2028 we will:

Develop our research and advanced scholarly capacity and impact

We will seek to support existing College academic staff to develop their research and scholarly interests. We will also seek to progressively attract and develop global talent and researchers, thereby promoting international collaborations to build our impact and reputation.

Develop strategic partnerships

The College will seek to develop strategic partnerships with higher education providers on Malta and internationally so as to promote research collaboration, synergy and translation of knowledge and innovation.

Actively promote student enterprise

The College will seek to promote student enterprise, within and beyond their study programmes, and support enterprising approaches by our staff.



**Develop our research
and scholarship to
provide innovative
solutions that help
improve society**

The College's reach and reputation



The College will work actively and collaboratively to positively enrich the economic, social and cultural life of Malta and the international communities it works with.

By 2028 we will:

Develop enhanced linkages in Malta

The College will actively work to develop enhanced partnerships with other higher education providers in Malta and with Maltese commercial and not-for-profit organisations. Through these linkages the College will become a recognised part of the Maltese educational, business, cultural and social community and be recognised as such.

Cultivate strategic global partnerships

The College will seek to expand its global impact and reputation by cultivating strategic international partnerships, based on shared aspirations and strengths, to enhance education, research and innovation.

Promote global mindsets for our students and staff

Explore and extend opportunities for our students and staff to study and work in new environments, broadening their horizons and skills. Two-way collaborations and digital innovation will help promote access to global engagement opportunities.

Expand international student recruitment

To extend our global reach, promote cultural diversity in our community and build global perspectives, we will seek to expand international student recruitment to our on-site programmes and, progressively, online programmes.

Be increasingly known globally for the excellence of our education offer

We will seek to develop our global reputation, reflecting our focus on excellence in all our activities. We will attract international talent through our recruitment of students and staff who want to be part of our success.

The College's reach and reputation

**Develop our alumni
relations and
advancement activity**



Our alumni will become ambassadors for Global College Malta and retain a lifelong relationship with the College. We will build our profile in advancement and philanthropic activity, with the aim of growing and enhancing our global reputation and visibility.

By 2028 we will:

Develop alumni engagement

Support our alumni to maintain a lifelong relationship with the College, with opportunities for further professional and personal development. We will actively encourage and support our alumni to act as ambassadors for the College in their communities.

Promote diverse role models

Champion diversity and inclusiveness by partnering with alumni to ensure students have positive role models and mentors, who understand their experiences and support their ambitions.

Boost philanthropic activity

Establish long-term strategic relationships with potential donors, to foster funding sources which can help accelerate the College's development.

Achieve more through advancement activity

Nurture a culture of giving across the College, focused on advancing the quality, reputation and capability of the College to address key societal challenges.

Develop our alumni relations and advancement activity

Enablers

The College recognises that in order to support the delivery of our ambitions, we must have a series of enablers.

By 2028 we will:



Deliver quality and excellence across all activities

We will achieve the highest quality standards and effective management across all our activities including teaching, emerging research and scholarship, and our professional services

Our professional services and College systems will be efficient and effective, creating greater scope for all our staff and students to innovate in support of the College's Vision



Invest in our future and maintain financial strength

The College is here for the future. Strong financial management will ensure that we build on our strengths by investing in strategic priorities and disinvesting where appropriate.

Investment will be planned and financed to support delivery of the College's long-term vision



Enhance our estate and infrastructure

We will ensure our estate supports our strategy into the long-term.

We will create flexible facilities which promote innovation in learning, teaching and research, in line with our ambitions



Innovate through digital technologies

We will invest in digital technology to unlock the potential in all our staff and students.

Digital innovation, both in our operations and in the provision of learning and teaching, will transform the impact of our activities

Key Measures of Success

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| <p>Our people, our values</p> <p>95% of our staff will say that the College is a good place to work</p> | <p>Contribution to society</p> <p>We will be recognised as being active and valued members of the Maltese educational, business, social and cultural communities</p> | <p>Research and innovation</p> <p>We will tangibly enhance our research and advanced scholarly capability through the number of active researchers we employ and the knowledge transfer outputs we produce</p> |
| <p>Teaching and learning</p> <p>We will achieve at least 90% student satisfaction</p> | <p>Global presence</p> <p>We will develop a stronger international profile through the recruitment of additional international students and growth in our alumni activities</p> | <p>Financial sustainability</p> <p>We will generate at least 5% annual financial surplus to reinvest in our core activities</p> |

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