

Local Authority Briefing

Scottish Borders Winter 2011/12



Our performance in your area

Here are some of our headline mid-year performance figures, from April to September 2011.

1,848 individuals supported by our Career, Information, Advice and Guidance services

133 Modern Apprenticeship new starts

58 new starts across our local training opportunities

Go to the back page for a more detailed analysis.

Welcome

Thanks to you and other local partners for supporting Skills Development Scotland in our work.

Youth employment is an important shared objective and we are fully committed to working in partnership with you to create opportunities for all and ensure that our young people move into, and sustain, positive destinations.

Already, together we have made significant strides in contributing to the local 'skills pipeline' for Scottish Borders. Our input to the pipeline is focused on ensuring that the resources of a range of organisations are joined up so that young people are fully supported in their transition from full time education into training, learning or employment.

Youth employment will continue to feature strongly through our next local Service Delivery Agreement (SDA) and we'll soon be scheduling time for another workshop, using feedback gained from a recent review of the SDA process to further develop appropriate content for our next agreement.

This Briefing brings to life our work in support of young people as part of our commitment to the many activities and services aimed at driving improvements in skills development for all people in Scotland.

In the meantime, here are some highlights from our recent activity...

- As part of our commitment to supporting local employers to develop the skills of their employees, SDS is working in partnership with the textile sector, the Sector Skills Council and key public sector organisations to develop an approach to staff development for the current and future workforce.
- In partnership with Jobcentre Plus, Borders College and Scottish Borders Council, we are developing an employer offer which will provide a single point of contact for businesses to access the various sources of support that are available.
- We held a Higher Education event which was attended by over 500 pupils from the Borders who were able to speak to representatives of higher education institutions from across Scotland and Northern England helping ensure potential higher education students gain access to the most up-to-date information about courses and related careers.

If you have any questions or suggestions, please do get in touch.

Your local contacts...

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re:thinking a career in finance

The recent launch of re:think builds on the resources available in My World of Work, and provides a website where people can learn about working in the financial services industry in Scotland.

As with My World of Work, we are keen to reflect and respond to the complexities and variety of today's labour market and this new site brings to life what it's like to work in financial services and demonstrates what financial services businesses are looking

for in new recruits. It will be a key resource for young people, providing insight into the wide variety of roles, encouraging them to consider a career in financial services and helping them identify and develop the skills needed for a career in the industry.

1. Dr Alasdair Allan, the Minister for Learning and Skills launched 're:think' at Drummond Community High School, Edinburgh. From left-right: Back row – Damien Yeates, Nicola Craig and David Thorburn. Front row – Kyle Meighan, Dr Alasdair Allan and Shannon Smillie. Pupils are in traders jackets with cash from the stock market challenge.



“Investment in Modern Apprenticeships can help businesses build more capable, efficient and loyal workforces.”

Damien Yeates, Chief Executive,
Skills Development Scotland

Case study: Turnbull and Scott

A specialist engineering firm in the Borders is putting apprentices at the heart of its plans for expansion.

Peter Murphy, Managing director of Turnbull and Scott, the Hawick-based mechanical engineering company, explained: “The Modern Apprenticeship programme allows us to make sure we have talented people in place, trained exactly the way we want them to be, to take the company forward.

“Many of our senior managers are former apprentices, and we are committed to supporting all of our Modern Apprentices.

“Investing in staff encourages loyalty and we are very fortunate to have retained many skilled people as we prepare for the future.”

Liam Gibson, 19, from Hawick, is undergoing his mechanical manufacturing engineering apprenticeship with Turnbull and Scott.

“Being able to work alongside experienced engineers and learn from them on the job is great experience,” he said. “It helps you become more confident in what you do when you have proper training and support.”

Modern Apprenticeships

With Scottish Government's commitment to the largest ever number of Modern Apprenticeship (MA) places (25,000 new places in 2011/12), we led on Scotland's first ever Apprenticeship Week from 5-9 September, highlighting to employers the real difference that apprentices can make to businesses.

In today's increasingly challenging climate, we are encouraging employers to invest in the future of our young people and to realise the business benefits of taking on a Modern Apprentice.

Modern Apprenticeships offer the individual employment as well as work-based learning with the obvious benefit to employers of having a skilled member of

staff. SDS supports the delivery of Modern Apprenticeships by making a significant financial contribution to this type of training.

During the inaugural week, we worked with partners to showcase Modern Apprenticeships through events, news articles and partner activity which highlighted how MAs are contributing to business success. This included a visit by Michael Russell, the Cabinet Secretary for Education and Lifelong Learning, to congratulate Zoey Rennie on completing a Modern Apprenticeship in joinery and embarking on a career with Moray Council.

To find out more about Modern Apprenticeships visit www.skillsdevelopmentscotland.co.uk/employer or call 0800 783 6000.



2. Joinery apprentice Zoey Rennie, Cabinet Secretary Michael Russell, Skills Development Scotland Operations Director Danny Logue, joinery apprentice Garry George, Moray Council Chair of Communities and Young People's Services Committees Eric McGillivray and joinery apprentice Craig Sim.

Our performance

...in Scottish Borders

Here are some of our performance indicators for the first half of this year, April to September 2011.

1,848 individuals were supported by our Career Information, Advice and Guidance services.

The number of achievements from our National Training Programmes, such as the attainment of a qualification, a job, or progression to additional training to further an individual's career prospects...

■ Modern Apprenticeships 16-19; 85	■ Get Ready for Work including Lifeskills; 28
■ Modern Apprenticeships 20+; 60	■ Training for Work; 3

The number of new starts delivered across the following programmes and initiatives...

■ Modern Apprenticeships 16-19; 80	■ Get Ready for Work including Lifeskills; 44
■ Modern Apprenticeships 20+; 53	■ Training for Work; 14

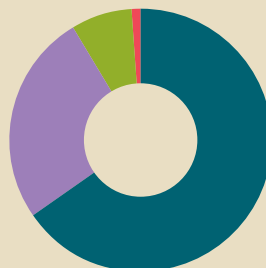
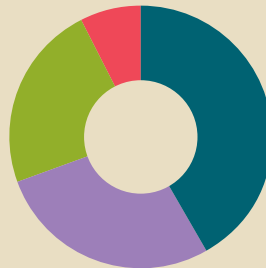
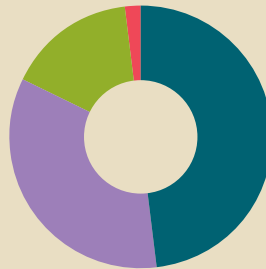
The number of individuals in training by the end of September 2011...

■ Modern Apprenticeships 16-19; 298	■ Get Ready for Work including Lifeskills; 35
■ Modern Apprenticeships 20+; 118	■ Training for Work; 4

The participation figures shown are based on the number of individuals recorded on our database as having 1) been supported through our programmes and initiatives and 2) an address within your Local Authority area.

Performance information for a range of activities including National Training Programmes delivered by Skills Development Scotland is published on our website

www.skillsdevelopmentscotland.co.uk



Local Training Opportunities

Our joint approach with Community Planning Partnerships/ Local Employability Partnerships in contracting for Local Training Opportunities in 2012/13 includes two pre-employment programmes for individuals who need an extra bit of help getting ready for the workplace.

Get Ready for Work helps young people to develop essential employability skills and Training for Work provides vocational skills to help unemployed people aged 18+ to better meet the current needs of industry.

Employers who are interested in supporting these programmes should get in touch with their local SDS contact Brian Hermiston on brian.hermiston@sds.co.uk. Individuals should get in touch with their local SDS careers centre or job centre.

Employer Recruitment Incentive

SDS is managing the Scottish Government Employer Recruitment Incentive as part of our package of support for business, offering an incentive of up to £2,000 to employers who can take on someone as an employee or Modern Apprentice.

Businesses can access the money when they employ individuals who have gone through one of SDS's pre-employment programmes, Get Ready for Work and Training for Work, or have experienced some barriers to work in the past.

To find out more about the Employer Recruitment Incentive visit www.sds.co.uk/eri or call 0800 783 6000.

Scan the code to watch a short film on how the Employer Recruitment Incentive has helped an employer take on a new recruit.



Contact us

We welcome your feedback on this publication. If you have any comments or suggestions for future editions please email extcomms@sds.co.uk.

