

REAL JOBS AND OPPORTUNITIES ACROSS THE HIGHLANDS & ISLANDS

# Stay Local, Go far!



# This magazine is here to help you explore what's next after school



## Inside, you'll find:

- Different industries and jobs across the Highlands and Islands
- Real stories from people already working in these roles
- Different routes into work, training and study
- What support is available to you



Scan the QR code to explore sectors and job types that need new talent, along with career ideas, subjects, and more real stories.



## Real jobs, Real opportunities

**You don't need to decide your future right now.  
But it helps to know what opportunities are close to home.**

The Highlands and Islands is fast becoming one of the best places to live and work. Huge investment in green energy is set to create up to **16,000 new jobs each year**, with thousands more across a range of sectors.

No matter your interests or what you're good at, there's something for you. It's a moment of real opportunity — for you, your future, and your community.

Here, you'll find out more about these opportunities – the different sectors, the job types, routes you can take after school, and where to get further support.

# Earn while you learn

## Real stories

# Learn real world skills

### Kiera

Graduate Apprentice Engineer



**I liked the idea of learning on the job and earning at the same time.**

Kiera is a Graduate Apprentice Engineer at AES Renewables in Forres. She helps plan solar panels for buildings – working out what’s needed and where it will work best. Some days she’s on a site visit. Other days, she’s on a laptop, drawing designs and solving problems.

**A Graduate Apprenticeship means you can earn while you study.**

### Rogan

Electrical & Mechanical Engineering Student



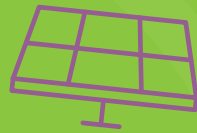
**I wanted to see how renewable energy works in the real world while studying.**

Rogan is studying Electrical & Mechanical Engineering at UHI Inverness. He spent 10 weeks on placement at the Muir Mhòr Offshore Wind Farm, checking turbines on site and planning projects digitally.

**This hands-on experience helped him build practical skills and understand how large-scale wind projects work.**

Rogan plans to stay in Dingwall, showing how local talent can build a career in renewables close to home.

# Renewables and low-carbon industries



From wind farms and hydropower to solar energy and new low-carbon technology – the Highlands and Islands are playing a big part in Scotland becoming greener and helping the planet.

There's a huge range of jobs in these sectors. Some roles are outdoors and hands-on. Others involve technology, design, problem-solving or working with data.

Whether you enjoy science or practical work, there are lots of different ways into these industries.

## What could you be doing?

- Maintaining wind turbines and solar panels
- Planning renewable energy systems
- Inspecting power sites
- Using technology to track energy and fix problems
- Helping to cut emissions and protect the environment

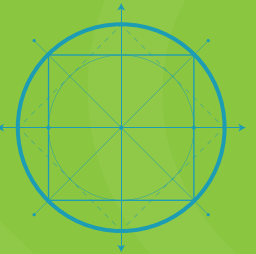
## Real roles to explore

- Wind turbine technician
- Electrician
- Offshore technician
- Data scientist
- Software developer
- Geologist

## Did you know?

There are more than **80 different key job roles** involved in offshore wind – from project management to operations and maintenance.

# Engineering, construction and infrastructure



Think about everything around you – roads, buildings, bridges, transport systems and power networks. Someone has to design it, build it and keep it running.

Major projects across the Highlands and Islands will require people with skills for years to come.

If you enjoy working with your hands, using technology, being creative and designing real solutions, you could find a job that's right for you within these sectors.

## What could you be doing?

- Building and maintaining roads, bridges and buildings
- Working on major projects like wind farms or transport links
- Designing structures or systems using digital tools
- Installing and maintaining electrical systems

## Real roles to explore

- Electrical engineer
- Civil engineer
- Welder
- Joiner
- Design engineer
- Water treatment technician

## Did you know?

There are approximately **120,000 people working in engineering in Scotland, and 190,000 working in construction.** These skills are in high demand.



# Manufacturing and supply chain



Think about the products you use every day – from the food you eat, the phones and gadgets you use, to cars, bikes, even wind turbines and solar panels. Someone has to make them, test them and get them where they need to go.

Manufacturing and supply chain roles help keep businesses, projects and communities running across the Highlands and Islands.

## What could you be doing?

- Making and checking products
- Using machines or tech to create parts
- Moving and delivering goods
- Solving problems to keep people safe and improve efficiency
- Helping build projects like wind farms or new buildings

## Real roles to explore

- Manufacturing technician
- Fabricator
- Quality inspector
- Supply chain coordinator
- Warehouse operative
- Production engineer

## Did you know?

Manufacturing supports around **180,000 jobs in Scotland**. Demand for skilled workers continues to grow.



# Tourism, hospitality and leisure



Millions of people visit the Highlands and Islands every year. That means there are lots of opportunities in hotels, food, tourism, outdoor activities and events.

If you enjoy working with people, being active or creating great experiences, there are lots of different roles to explore.

## What could you be doing?

- Working in hotels, cafés or restaurants
- Planning visitor experiences and tours
- Supporting outdoor activities and events
- Preparing food and drinks
- Helping visitors explore the area

## Real roles to explore

- Chef
- Hotel supervisor
- Tour guide
- Event assistant
- Outdoor instructor
- Front of house assistant

## Did you know?

Tourism and hospitality are a major part of Scotland's economy, supporting around **1 in 9 jobs**.



# Health and social care



Health and social care is all about helping people live well and stay supported. As communities grow and change, there will continue to be strong demand for people working in healthcare, care services and community support roles.

If you enjoy helping people, listening and making a difference, this could be a good fit for you.



## What could you be doing?

- Caring for patients and supporting families
- Helping people live independently
- Supporting mental and physical wellbeing
- Working as part of a healthcare team
- Providing community support services

## Real roles to explore

- Nurse
- Care worker
- Occupational therapist
- Healthcare assistant
- Paramedic
- Social care worker

## Did you know?

NHS Scotland is the biggest employer in the country, with **more than 350 career options available.**



# Transport, logistics and local services

As the economy grows, more people, materials and supplies need to move around safely and efficiently. Transport and logistics help keep communities connected and businesses running.

There are opportunities on the roads, at ports, in warehouses and across public transport services.



## What could you be doing?

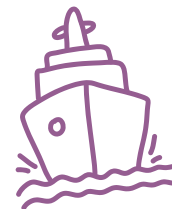
- Moving goods and supplies safely
- Planning routes for deliveries or public transport
- Maintaining vehicles and equipment
- Helping ports, ferries, and transport run smoothly
- Keeping communities connected

## Real roles to explore

- HGV driver
- Logistics coordinator
- Vehicle technician
- Ferry operative
- Warehouse assistant
- Town Planner

## Did you know?

150,000 people work in the transport sector in Scotland, representing **6% of the total workforce.**



# Different routes to work

You don't need to have everything figured out right now. There are lots of different ways into work. Some go direct into the workplace, say through an apprenticeship, others go to college or uni, some volunteer to get experience, and others start their own business.

## Routes to explore



With development and investment growing across the North, the demand for a highly skilled, dedicated local workforce has never been more critical.

**Callum Cruden**  
Director  
RI Cruden

Working closely with schools and colleges to nurture talent is essential to the continued success and growth of the hospitality industry.

**Ina Davies**  
General Manager  
Courtyard by Marriot Inverness Airport

# Careers support in your school

Not sure what to do after school? You don't have to figure it out on your own.

Your Skills Development Scotland careers adviser is in your school to help you explore your options and plan your next steps.

## They can help you to:

- Understand what you're good at and enjoy
- Explore jobs and opportunities close to home
- See how the roles in this magazine could be right for you
- Choose subjects and school/college options
- Explore college and university, apprenticeships and other jobs
- Prepare for applications and interviews

## Support that works for you

- Join group sessions on option choices and career routes
- Drop in for a one-to-one chat when you need it

**They're friendly, supportive and there to help you make confident choices about your future.**

## Where else can you get help?

Call the helpline on 0800 917 8000. The helpline team specialises in giving you support over the phone. Some members of the team are careers advisers and would love to chat to you.



# Modern Apprenticeship

Real stories



I do something different every day on my apprenticeship. It's never the same install or the same job.

## Cosima

Modern Apprentice  
RI Cruden

Former Charleston Academy pupil Cosima always knew she wanted a practical, hands-on career. During her apprenticeship with RI Cruden, Cosima has worked on everything from the redevelopment of Inverness Castle to small domestic heating jobs. She has also volunteered to help RI Cruden electricians install solar panels to continue her learning.

# What's an apprenticeship?

Apprenticeship jobs mean working and learning.

## As an apprentice, you:

- Work for an employer
- Study and get a qualification – from SCQF Level 4 to degree level
- Can pick from apprenticeships which range from 1 year to 5 years.
- Choose from a huge range of over 100 apprenticeships

## You'll gain so much from an apprenticeship:

- Learning valuable work skills
- Building your confidence
- Kick-starting your career
- Earning a wage
- Getting a qualification

## There are three types of apprenticeships in Scotland.

- Foundation Apprenticeships are a subject choice for pupils at school who want real-life work experience and a qualification
- Modern Apprenticeships are jobs where you work, learn and earn.
- Graduate Apprenticeships are jobs where you get a job, get paid and get a degree spending part of your time studying at university.

You can find Modern Apprenticeships and Graduate Apprenticeships vacancies on [apprenticeships.scot](https://www.apprenticeships.scot), speak to your guidance teacher about Foundation Apprenticeships.

Our role is not just to attract talent, but to create an environment where people can thrive and develop their skills in the region.

**John Pocock**  
Portfolio Director – Asset Operational and Maintenance (AOM)  
RSE

There is a growing need for talent across health and care, and we know that the workforce of the future starts with young people today.

**Megan Glass**  
Employability Lead  
NHS Highland

# Your next steps start here

## Head to My World of Work to:

- Explore careers and apprenticeships
- Match jobs to your interests and subjects
- Watch videos and hear real stories
- Find out more about local opportunities
- Download English and Gaelic PDFs of this magazine



Scan the QR code to explore sectors and job types that need new talent, along with career ideas, subjects, and more real stories.

Call the helpline on **0800 917 8000**. The helpline team specialises in giving you support over the phone. Some members of the team are careers advisers and would love to chat to you.

You can also speak to your guidance teacher about arranging a meeting with your Skills Development Scotland careers adviser to explore your options and next steps.

## Workforce North partners

Workforce North is a partnership between the public and private sectors. Its aim is to make the most of the investment in green energy and connect people with opportunity and good jobs, ensuring our communities prosper.

