



WELCOME

At a difficult time for public funds, we are delighted that we have a renewed contract with Skills Development Scotland and funding to support up to 51 apprenticeships this year. The funding contract requires that 47 of these apprenticeships must be for 16 to 19 year olds, and a further four apprenticeships for those aged 20 to 24 years.

Employer demand is the key to apprenticeship opportunities and it is encouraging that we have over 40 vacancies so far, and have added eight new employers to our client list over the past year.

Last September, Shetland's Community Planning Partnership consulted with people aged 16 – 25 and the over 25s, asking them a range of questions to explore the challenges young people face in Shetland today. Out of seven key issues, both groups identified the 'development of future industries and job opportunities' as being the number one issue to be addressed.

Available and affordable housing, and internal transport links are also high on their list of priorities.

Engineering skills continue to be essential for our main economic sectors: fishing, fish processing, aquaculture and oil-related business throughout Shetland. Automotive skills are also in demand, both heavy vehicle and light vehicle, with more business coming our way through a new partnership with a national training company.

As all organisations review their costs, particularly travel, many national providers are facing challenges in meeting their quality commitments to island clients. Through partnership working with other

agencies we are keen to help maintain and support any apprenticeship opportunities in Shetland.

In addition to our website – www.trainshetland.com, we are now on Facebook **Train Shetland Vocational Training** with the aim of providing active updates on employer recruitment and new vacancies as they arise.

Margaret Simpson

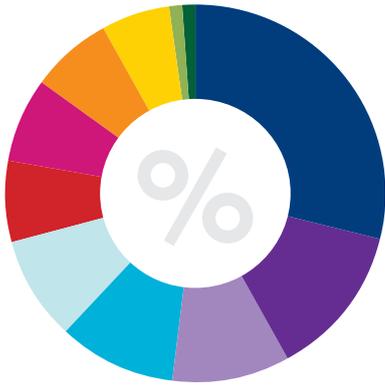
Margaret Simpson
Vocational Training Manager

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WHAT SKILLS ARE IN DEMAND?

Apprentices In-Training by Sector, 2011
Current total = 142



- Engineering **29%**
- Motor Vehicle Maintenance **13%**
- Business Administration **10%**
- Construction & Related **10%**
- Children's Learning & Development **9%**
- Hairdressing **7%**
- Professional Cookery **7%**
- Plumbing **7%**
- Aquaculture **6%**
- Beauty Therapy **1%**
- Warehousing Stores **1%**

CURRENT VACANCIES

Many companies have vacancies open for recruitment throughout the summer months. Trial periods of working can be helpful over this period, giving both the employer and potential trainee more time to decide on their suitability for apprenticeship work and training.

Engineering Maintenance
7 vacancies

Light Vehicle Maintenance
7 vacancies

Fabrication & Welding
5 vacancies

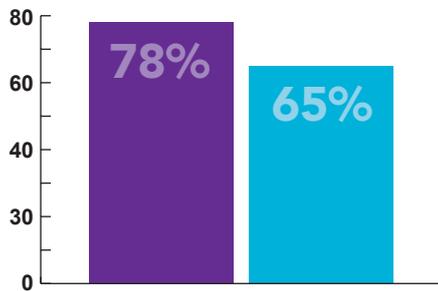
Business Administration
2 vacancies

Professional Cookery
1 vacancy

Heavy Vehicle Maintenance
1 vacancy

Children's Care, Learning and Development
2 vacancies

Plumbing
2 vacancies



TOP SPOT

Train Shetland's achievement rate in apprenticeship qualification is **78%**, compared to the national average of **65%**.



PLUMBERS PRESENTED WITH CERTIFICATES

L&S Hunter, E&H Building Contractors and Shetland Islands Council, recruited the apprentices in 2007 and have provided years of training to enable them to develop the technical skills and competence required by the Scottish & Northern Ireland Joint Industry Board for the Plumbing Industry (SNJIB). The training, which included attendance at Inverness College over three years on block release, was co-ordinated by Train Shetland and part funded by Skills Development Scotland.

Left to right: Jordon Wiseman, Matthew Medley, Ryan Couper, Grant Gillie and Janice Leask, Training Co-ordinator.

COMPANIES PROVIDING NEW APPRENTICESHIPS

SHETLAND WINDPOWER LTD

are providing a new apprenticeship which relates directly to their range of work, titled Engineering Installation and Commissioning Level 3 MA.

Martin Mackay, who started his apprenticeship with the company in February 2011, will be trained in a broad range of skills relating to small-scale wind generators. The work ranges from laying concrete foundations, to erecting machines, installing circuitry and controls, right up to testing and handing over the systems to the customer.

Martin holds a National Certificate in Engineering practice (he achieved this before he began his apprenticeship), and attended NAFC Marine Centre for a short block in March 2011, to complete his SVQ Level 2. He will begin his SVQ Level 3 in September 2011, attending college on a monthly day-release basis, and could complete the programme over the next two years.



Martin Mackay

BRUDOLFF HOTELS LTD

are supporting their employee, Craig White in gaining a Hospitality Supervision Level 3 MA. Craig has been working for Brudolff Hotels since September 2005 and is now working as Duty Manager. With a lot of experience and training already under his belt, his apprenticeship will involve gathering evidence of his work so far, and being observed in the workplace by an experienced assessor from DM Training of Aberdeen. His choice of optional units reflect his responsibilities at work: supervising housekeeping services, promoting hospitality services and products, and improving the customer relationship. Craig has completed the Scottish Alcohol Licensing Certificate course and will gain REHIS Elementary Health & Safety Certificate as part of his training programme.



Craig White

SUCCESSFULLY QUALIFIED

Congratulations to the following trainees on gaining their qualifications:

BUSINESS ADMINISTRATION

Hayley Smith, Train Shetland
Aimee Reid, Anderson High School
Cheryl Laurenson, Shetland Charitable Trust
Tanya Riise, Sodexo Remote Sites
Shareen Scollay, SIC Infrastructure Services Dept (Grantfield)
Danielle Ramsay, SIC Education & Social Care Dept (Hayfield House)
Donna Brown, SIC Education & Social Care Dept (Hayfield House)
Laurie Carter, SIC Education & Social Care Dept (ILP)
Alison Mowat, SIC Education & Social Care Dept (Housing North Ness)

CHILDREN'S CARE, LEARNING AND DEVELOPMENT

Louise Hunter, North Isles Childcare Ltd

CIVIL ENGINEERING HNC

Grant Anderson, SIC Roads Dept

ARCHITECTURAL TECHNICIAN HNC

Gareth Elphinstone, E&H Building Contractor Ltd
Ieuan Reynolds, SIC Building Services
Lauren Devonald, SIC Capital Programmes
Michael Adamson, SIC Housing Dept

JOINERY

Matthew Smith, SIC Housing Dept
Magnus Einarsson, SIC Housing Dept

PLUMBING

Ryan Couper, L&S Hunter Ltd
Grant Gillie, E&H Building Contractor Ltd
Matthew Medley, SIC Infrastructure Dept
Jordon Wiseman, SIC Infrastructure Dept

PAINTING & DECORATING

Lorna MacKay, SIC Building Services

HEATING & VENTILATION ENGINEERING

Ross Winks, No 1 Building Service Ltd

QUANTITY SURVEYING HNC

Lowrie Simpson, DITT Construction Ltd

PROFESSIONAL COOKERY

Lisa Jamieson, Da Haaf Restaurant
Debra Priest, Brae Hotel
David Scott, Saxa Vord Resort

ENGINEERING MAINTENANCE

Kristina Henderson, Lerwick Fish Traders
Tariq Mohammed, Lerwick Fish Traders
Neil Petrie, Mainstream Ltd
Michael Jamieson, L & M Engineering
Ben Hughson, Scottish & Southern Energy

HAIRDRESSING

Keri Brandish, Sharp Image

BEAUTY THERAPY

Krystina Thomason, Sleeping Beauty

DAIRY FARMING

John Manson, Quendale Farm

SIGNMAKING

Jonathan Polson, Art Machine

VEHICLE MAINTENANCE & REPAIR (HEAVY VEHICLE)

Martin Isbister, Sodexo Remote Sites
Graham Willmore, Tulloch Developments



KRISTINA HENDERSON
MA Engineering Maintenance

Kristina started her apprenticeship at Grieg Seafood Hjaltland Ltd in August 2007. She studied engineering at NAFC Marine Centre on block release for the first two years of her four year apprenticeship.

Why did you choose to do this training?

I always knew I wanted a practical, hands-on job. Both my father and uncle were engineers and it was a career I was keen to pursue.

What have you enjoyed most?

I'm really pleased to have completed the apprenticeship. I love the work and the variety. I can be doing anything from repairing the processing equipment to doing fabrication in the workshop. It was by far the better choice for me than going to university. It meant I could earn money whilst I gained experience and did my college work.

What are your plans for the future?

My next step is to continue with my engineering and I have been offered a permanent position at Grieg Seafood Hjaltland.

For anyone who may be considering applying for the same programme, what advice would you pass on?

I would definitely recommend an engineering apprenticeship. Getting accepted on a scheme was difficult, as it is so popular. I tried for three years before finally being accepted by a company. I applied each year to Train Shetland and wrote letters and approached different companies.



RYAN LEASK
Level 2 MA Professional Cookery

Ryan started his apprenticeship at the Scalloway Hotel in August 2009. He attended Shetland college on day release, completing SVQ Level 2 in Professional Cookery, Elementary Food Hygiene, Elementary Health & Safety at Work, Customer Care and five Core Skills.

Why did you choose to do this training?

I have always enjoyed cooking. I wanted to stay in Shetland and work with local produce. I couldn't see the point of going away to train when I could stay in Shetland and help promote and build up the use of our fresh, high quality produce.

What have you enjoyed most?

I have enjoyed learning to make a range of different dishes and it's really good fun. College is good and I learned the basics quite quickly. The job can be stressful at times but it is also very rewarding.

What are your plans for the future?

I want to keep working at the Scalloway Hotel and work my way up through the kitchen. My aim is to increase my knowledge and skills in cookery and to help me achieve this I have just started the next level of training – Level 3 Modern Apprenticeship.

For anyone who may be considering applying for the same programme, what advice would you pass on?

Make sure it's what you want to do – you have to be committed. Be prepared to work long hours to achieve your full potential.

ISLES TRAINEES REFLECT ON ACCOMMODATION AND TRAVEL ISSUES

Skills Development Scotland, our funding agents, have agreed to allow us to contribute to the subsistence costs for young people within Shetland who have to leave home to find work with apprenticeship opportunities. This continues to be helpful as the challenges of finding affordable accommodation in Lerwick and the north mainland are significant.

KAYLEE PALMER

MA Children's Learning, Care and Development

Kaylee is employed in Brae High School Nursery Department as a Trainee Nursery Assistant. The qualification for this Modern Apprenticeship is delivered by Shetland College.

What changes have you had to make in terms of your travel and accommodation arrangements to be able to start your apprenticeship?

I had to find accommodation in the area of my work as I couldn't travel from Unst everyday and since I couldn't find anything in Brae I had to move to Lerwick and commute from there. At first it worked out well as I rented a flat with my sister over the winter. However, as that let came to an end I had to find something else. It is really difficult to find somewhere to stay and after asking around, my Training Co-ordinator at Train Shetland put me in touch with someone who wanted a lodger.

What have been the main challenges for you?

Finding somewhere to stay. I was too young to drive, there were no suitable buses and no one else was travelling for me to get a lift. Cost was also a problem as I had a limited income and Train Shetland only pays a limited amount towards accommodation.

Have you had any assistance from your employer or Train Shetland?

Train Shetland helps with paying for my digs. They were also able to put me in touch with someone who was looking to take in a lodger. It has worked out well for my landlady too as she works full-time and has my company Monday to Thursday and then has her house to herself again at the weekend when I go back home.

For any new apprentices who are just about to leave home to find work and training opportunities, what advice would you pass on?

Be confident to ask about sharing transport or about available accommodation. Find out about buses. Look into all types of accommodation. Even if you ideally want your own flat it's really difficult to find and expensive - so keep an open mind. I ended up in someone's house as a lodger. It wasn't what I wanted but it's really fine: it enables me to keep my job and I can afford to live there. Keep an open mind about accommodation, keep asking people around you if they know of anywhere and go for it because it will mean you can carry on training.

MAGNUS SCOTT

MA Engineering with Blueshell Mussels

What changes have you had to make in terms of your travel and accommodation arrangements to be able to start your apprenticeship?

My home is in Papa Stour and so I stayed in Scalloway at the beginning of my programme. I was attending college at NAFC Marine Centre. I found this difficult to sustain due to the rising rent. I have moved to West Burrafirth to be closer to my workplace and it is now cheaper - even with the distance involved in travelling to college in Scalloway.

What have been the main challenges for you?

Being able to afford to undertake this apprenticeship training because I took a drop in wages. I had been working for the company on a basic wage for unskilled work and then this dropped further when the MA programme started.

Have you had any assistance from your employer or Train Shetland?

Train Shetland helped contribute to the cost of my rent in Scalloway (on a similar basis as if I were at college in Inverness). This was fine until the rent was due to rise again and I just couldn't afford the increase. Having moved away from Scalloway, I don't get any assistance with lodging costs now, but I'm currently eligible for daily travel costs for college block attendance.

For any new apprentices who are just about to leave home to find work and training opportunities, what advice would you pass on?

It would be ideal to live at home during your apprenticeship. I would advise anyone in my position to get themselves on to the housing list as soon as possible. Also, they should make Train Shetland aware of their circumstances and ask them if there is any help available. The support given by Train Shetland has made the difference between managing reasonably well and struggling to sustain the travel and accommodation costs.



OCEAN KINETICS NAMED AS TOP SMALL EMPLOYER AT NATIONAL AWARDS CEREMONY

Judges chose the engineering and marine contracting company because of its belief that the apprentice programme is a vital part of its ten-year growth plan. They were impressed by its commitment to spending time and investment on training in order to get skilled trainees who are able to meet corporate requirements.

Managing director of Ocean Kinetics, John Henderson, who was unable to attend the awards, said: "We have a long-term commitment to the Modern Apprenticeship programme, taking on a good number of trainees each year. We also have an exceptional retention rate."

John's son, Ross, accepted the award on his behalf. He said: "I am very, very pleased to accept the award. My dad is delighted and he feels that it reflects the very hard work of all his apprentices."

Image above: Damien Yeates, Chief Executive of Skills Development Scotland and Ross Henderson, receiving the award on behalf of Ocean Kinetics Ltd.

 **TRAINSHETLAND**
Vocational Training

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