



WELCOME

Some things don't change...such as young people leaving school or leaving college and looking for jobs. Apprenticeships have been around for a long time and have given many people a good basis and starting point for their careers to develop. In this newsletter, I'm delighted to highlight the progress of some ex-apprentices to show how their careers have developed.

The Scottish Government continues to provide financial support for the 'transition years' from school to the workplace – and real input by industry has ensured that modern apprenticeship qualifications are up to date and of value to individuals and employers.

We're delighted that our contract with Skills Development Scotland has been renewed this year to provide funding to support 44 new apprentices; 37 in the target age group of 16-19 years and seven new starts for those over 20 years of age.

A useful new website, My World of Work (www.myworldofwork.co.uk), developed by Skills Development Scotland, has been designed to help young people discover the range of options available to them.

At a local level, we are helping to improve the options in Shetland by removing some of the barriers which can be in place for small businesses looking for non-traditional apprenticeship training. We assist by supporting just one or two employees in a small business where specialist training is required.

Modern Apprenticeships can involve a range of different learning methods and training schedules, but the key ingredient is still a real job working alongside skilled and experienced co-workers and supervisors. Encouragingly we do have over 27 companies who have asked us to send them applicant details for potential trainee posts this summer. We have also added six new employers to our client list since last year.

We are firmly committed to monitoring and supporting each and every trainee to get the best possible outcome for both the apprentice and employer. Following a survey which asked our trainees what they thought of Train Shetland, we were delighted to learn that nearly 100 per cent were very satisfied with our service and particularly highlighted our timely support as well as providing access to travel and lodging costs. An added bonus for employers is that we take care of all the paperwork too!

Margaret Simpson

Margaret Simpson
Vocational Training Manager

INSIDE THIS ISSUE

- What do employers need?
- Current vacancies
- Economic impact on opportunities for young people
- Modern Apprentice frameworks
- Successfully qualified
- Skillseeker programmes discontinued
- Where are they now?

WHAT DO EMPLOYERS NEED?

The recruitment needs of many companies and small businesses will always vary. Some employers need to recruit skilled people immediately to give them the right skills mix among their staff for the current workload. Some companies also plan ahead and are willing to train up young people so that they reach the skill level needed.

We asked our employers for their views on our service.

67.9% had previously trained apprentices through Train Shetland's service

20% said they did their own recruitment advertising

32.1% WERE NEW TO OUR SERVICE

88% said the development of skilled workers for the future was a key reason why they support apprenticeships

54.2% of employers said that our service helped them selected a suitable MA programme

91% OF EMPLOYERS WERE HAPPY WITH THE TRAINING THEIR APPRENTICE RECEIVED AT COLLEGE

53% said they wanted their employees to train in "their way of working" right from leaving school

50% of employers said their apprentice needed support or assistance during their apprenticeship with a range of issues including: travel and lodging costs; illness or injury of trainees affecting progress; unsatisfactory conduct of trainees at college; different learning styles of trainees, for example dyslexia; or trainee moving from another employer or college

38.5% said they had difficulty recruiting suitably skilled workers

26.9% said they had to replace skilled staff who left their organisation

58% SAID THEY RECEIVED APPLICANT DETAILS FROM TRAIN SHETLAND AND THEN SELECTED THEIR TRAINEE BY INTERVIEW

100% SAID THEY WERE SATISFIED WITH OUR SERVICE

68% said they would be likely to take on another apprentice

50% said they advertised their vacancy on the Train Shetland website

CURRENT VACANCIES

ENGINEERING MAINTENANCE:

Lerwick Fish Traders Ltd
HNP (Lerwick)
Shetland Islands Council (SIC)
– Energy Recovery Plant
Hjaltland Hatcheries Ltd
Tait Electronics Ltd (Electronic)

LIGHT VEHICLE MAINTENANCE:

Brae Garage
R&R Repairs Ltd
TruTrail (Quarff)
Central Garage Brae

WELDING & FABRICATION:

Ocean Kinetics
Malakoff
Lerwick Engineering & Fabrication

HEAVY VEHICLE MAINTENANCE:

SIC Garage

MOTOR VEHICLE BODY REPAIR:

Lerwick Autobody Ltd

VARIOUS COMPANIES:

Business Administration
Textile Manufacture (Knitwear)



NEW

MODERN APPRENTICE FRAMEWORKS

Each industry sector in Scotland reviews their range of qualifications and apprenticeship programmes to ensure they reflect current industry practice.

The range of nationally agreed MA frameworks is expanding and includes:

Accounting

Agriculture

Automotive

Aviation Operations on the Ground

Bus and Coach Engineering Maintenance

Business and Administration

Construction (Civil Engineering & Specialist Sector)

Construction (Craft Operations)

Construction (Technical Operations)

Contact Centres

Creative



Creative and Digital Media

Customer Service

Dental Nursing

Electrical Installation

Engineering

Engineering Construction

Equine

Facilities Services/Management

Fashion & Textile Heritage

Food Manufacture

Freight Logistics (Supply Chain Management)

Freight Logistics (Logistic Operation Management)

Freight Logistics (Traffic Office)

Freight Logistics (Driving Goods Vehicles)

Freight Logistics (Warehousing and Storage)

Furniture, Furnishings and Interiors

Gas Industry

Glass Industry Occupations

Hairdressing

Heating, Ventilation,

Air Conditioning & Refrigeration

Horticulture

Information & Communication

Technologies



Landbased Engineering

Life Sciences

Management

Occupational Health & Safety Practice

Oil and Gas Extraction

Pharmacy Services

Photo Imaging

Plumbing

Power Distribution

Printing

Process Manufacturing

Providing Financial Services

PCV Driving (Bus and Coach)

Retail (Sales & Visual Merchandising)

Retail (Management)

Security Systems

Signmaking

Travel Services

Water Industries

Wind Turbine Operation and Maintenance



MORE INFO...

For a full list visit:

www.skillsdevelopmentscotland.org.uk

SUCCESSFULLY QUALIFIED

Congratulations to the trainees who have recently received their certificate for completing their SVQ:

SVQ LEVEL 2: BUSINESS ADMINISTRATION

Clara Leask (SIC Executive Services, Finance)
Debbie Robertson (SIC Schools, Anderson High School)
Penny Smith (Jim's Garage Ltd)
Danielle Sutherland (Jim's Garage Ltd)

CHILDREN'S CARE, LEARNING & DEVELOPMENT

Bethany Best (Peerie Foxes)
Christine Hunter (Shalder Hoose, Unst)
Kaylee Palmer (SIC Schools, Brae School Nursery)
Andrew Hunter (SIC Schools, Baltasound School Nursery)
Elizabeth Ratter (Hame fae Hame)

HAIRDRESSING

Nikki Webster (Hair 2000)
Yvonne Wiseman (Sharp Image)
Brenna Lavery (Eclipse Hair Studio)
Alison Pottinger (Shearing Shed)
Cheryl Williamson (Studio 4)

PROFESSIONAL COOKERY

Ryan Leask (Scalloway Hotel)
Wayne Leask (Hay's Dock Café Restaurant)
John Masterman (Brae Hotel)
Adam Nisbet (Shetland Hotel)
Ann Marie Anderson (Mid Brae Inn)

VEHICLE MAINTENANCE & REPAIR – LIGHT VEHICLE

Steven Manson (Brae Garage)
Conrad Nicolson (JRJ Shetland Ltd)

SVQ LEVEL 3: AMENITY HORTICULTURE

Michael More (SIC Sport and Leisure, Children's Services)

AQUACULTURE

David McMillan (Bound Skerries Seafood Ltd)
Jordan Johnston (Meridian Salmon, Lakeland, Unst)
Keith Leslie (Meridian Salmon, Hoganes)

BUSINESS ADMINISTRATION

Karen Bannister (DH Marine Ltd)
Maria Irvine (SIC Schools, Anderson High School)
Melissa Nicolson (SIC Schools, Resources)
Amanda Pottinger (Jim's Garage Ltd)
Carly Sutherland (The Shetland Times)

CHILDREN'S CARE, LEARNING & DEVELOPMENT

Dhanika Moar (SIC Schools, Scalloway Nursery)
Louise Hunter (North Isles Childcare)

CIVIL ENGINEERING

Ross Groat (SIC Infrastructure Services)

ENGINEERING MAINTENANCE

Ross Anderson (Hjalmland Seafarms Ltd)
Aaron Leask (Lerwick Fish Traders Ltd)

FABRICATING AND WELDING

Alan Anderson (Ocean Kinetics Ltd)
Robert Groat (Malakoff Ltd)

Oran Jamieson (Ocean Kinetics Ltd)
Euan Smith (Ocean Kinetics Ltd)
Ivan Smith (Malakoff Ltd)
Ieuan Webb (Malakoff Ltd)

HOSPITALITY SUPERVISION & LEADERSHIP

Craig White (Brudolff Hotels)

JOINERY

Daniel Lavery (SIC Infrastructure, Building Services)
Graham Smith (SIC Housing DLO, Development)

PAINTING & DECORATING

Lorna McKay (SIC Infrastructure, Building Services)

PLUMBING

Darren Adamson (T Rowley)
James Anderson (T Rowley)
Mitchell Cross (L & S Hunter)
Duncan Fraser (M C Jacobson)
Scott Jeromson (E&H Building Contractors)

VEHICLE MAINTENANCE AND REPAIR – LIGHT VEHICLE

Adam Johnston (Brae Garage)
Matthew Robertson (Central Garage)

VEHICLE MAINTENANCE AND REPAIR – HEAVY VEHICLE

Scott Johnson (Greenhead Maintenance Services)
Stewart Williamson (Greenhead Maintenance Services)

SVQ LEVEL 4: CIVIL ENGINEERING

Michael Pedley (SIC Infrastructure Services)

SKILLSEEKER PROGRAMMES DISCONTINUED

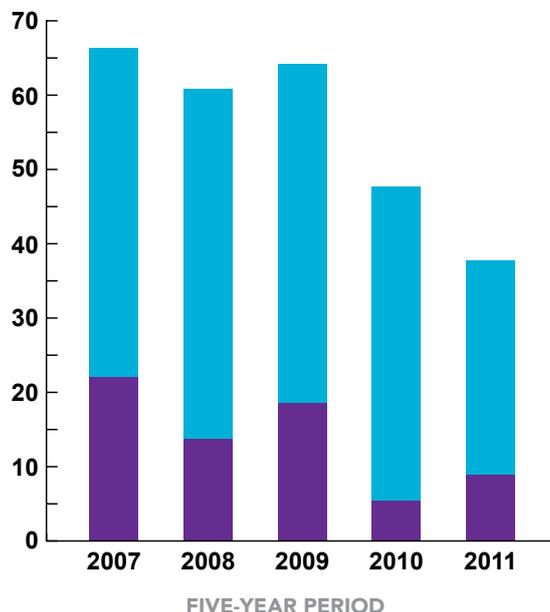
There have been some key changes over the past 12 months, which include the phasing out of Skillseekers and the introduction of Modern Apprenticeships at Level 2. Unfortunately Children's Care, Learning & Development, Fishing, and Jewellery Manufacture Skillseeker programmes have not been developed into MA Level 2 programmes by their industries.

ECONOMIC IMPACT ON OPPORTUNITIES FOR YOUNG PEOPLE

Last year we recruited fewer new apprentices than in previous years, possibly due to the impact of the economic recession on businesses locally. Employers also reported less job turnover with people reluctant to move to other jobs, creating a knock-on effect on the opportunities for new starts.

■ Total recruited per year by private sector
■ Total recruited per year within SIC departments

APPRENTICE RECRUITMENT LEVELS



WHERE ARE THEY NOW?

Here we catch up with some of our past apprentices and find out how their apprenticeship has benefitted them and helped shape their careers.



RACHEL GRANT
Senior Stylist – Hairdressing

Q: Where did you work during your apprenticeship and what did you qualify in?

I worked at Studio 4 in Lerwick and qualified in Level 3 Hairdressing.

Q: Where are you working now and what are your key responsibilities?

I now work two days per week at Studio 4 as I am just back from maternity leave. I am working as a senior stylist with my own client list, involved in cutting, colouring, blow-drying and all the usual duties. I also help with the trainees who are currently doing their apprenticeships. (All the stylists help in giving the trainees guidance and support).

Q: What range of skills or qualifications have you gained since completing your apprenticeship?

I am just about to do my Assessor's Award, which will enable me to formally train apprentices in hairdressing. The award is being delivered by Train Shetland – Developing Skills and Vocational Training jointly.

Q: What are your plans for the future?

I hope to use my Assessor's Award in my current workplace to formally assess our trainees.

Q: What advice would you pass on to anyone who may be considering an apprenticeship?

Just do it. I did an HND in Travel and Tourism at college on the mainland. I then decided I wanted to do hairdressing and found out that it could be done while working in Shetland, and attending college on block release. I wish I had known about vocational training when I was 16 – then I might have done hairdressing first, as I was not keen on going away to college full time.

Rachel's college tutor reported: "Rachel achieved her Level 2 in record time, due to her self motivation, ability and the support and guidance she is getting in her salon. She arrives at college fully prepared with a substantial amount of practical evidence. She has been a model student and a joy to teach, and would be an ideal candidate in two years time to work towards the Assessor's Award".



JONNY POLSON
Proprietor of Art Machine

Q: Where did you work during your apprenticeship and what did you qualify in?

I started working with Artmachine (Shetland) Ltd from the age of 14 part time. After my Standard Grades I left school and joined Artmachine full time. My former employer JJ Jamieson contacted Train Shetland, who were extremely helpful and managed to enrol me in a signmaking course with Walsall College and the Roland Academy, where I successfully completed my apprenticeship with a NVQ Level 2 and 3 in Signmaking. I was also awarded Signmaking Apprentice of the Year in 2009/10.

Q: Where are you working now and what are your key responsibilities?

After a year of completing my apprenticeship I am now the managing director and joint owner of Artmachine (Shetland) Ltd. My key roles and responsibilities are to run and manage the company, as well as dealing with clients, and following through with the production and making of our products.

Q: What range of skills or qualifications have you gained since completing your apprenticeship?

Since completing my apprenticeship I have learned so much on how to run and manage a business in the signmaking and advertising trade. It has also given a great boost in confidence in my occupation.

Q: What are your plans for the future?

On behalf of the company we aim to provide new services in the field of advertising, not only for small or large businesses but for new customers – and hopefully expand the business to provide services outwith Shetland.

Q: What advice would you pass on to anyone who may be considering an apprenticeship?

I would highly recommend apprenticeships, and would advise every student to really consider it before thinking about university or college. I can safely say I would not be in the position I am today without the help of Train Shetland and apprenticeships.



ALANA JOHNSON
Undergraduate – Civil Engineer

Q: Where did you work during your apprenticeship and what did you qualify in?

I worked for R. G. Jamieson Consulting Engineers. I qualified with a Modern Apprenticeship in Civil Engineering and undertook extra modules to get an HNC in Structural Engineering.

Q: Where are you working now and what are your key responsibilities?

I am currently in my final year of BEng (Hons) Civil Engineering at the University of the West of Scotland.

Q: What range of skills or qualifications have you gained since completing your apprenticeship?

HNC in Civil Engineering, HNC in Structural Engineering, BSc Civil Engineering – and I am currently studying for my BEng (Hons) Civil Engineering.

Q: What are your plans for the future?

To return to work for R. G. Jamieson Consulting Engineers and to study part time for my MSc Civil Engineering through distance learning (hopefully)!

Q: What advice would you pass on to anyone who may be considering an apprenticeship?

To go for it, it's a great opportunity to gain work experience and qualifications at the same time, and you get a greater understanding of the job than you would through just studying.



CONTACT US

Train Shetland
Lover's Loan, Lerwick,
Shetland ZE1 0BA

Tel: 01595 743743
Email: vocational.training@shetland.gov.uk

www.trainshetland.com

 Follow us on Facebook:
Train Shetland Vocational Training