

DYW

ORKNEY
Developing the
Young Workforce

NEWSLETTER

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Welcome Message

Welcome to the latest issue of the DYW Orkney newsletter. In this issue, we give an update on changes to the work placement process, provide details of an employer event we hosted in May and invite you to get involved in our #NoWrongPath campaign.

Rachel Scarth
Project Manager – DYW Orkney

Work Placements Update

One of DYW Orkney's priorities is ensuring that all young people have access to a high quality work placement. To support this, over the last year we have been working to make changes to the current system to improve it for the schools and employers.

First of all, our project team have been updating an existing database which is used by the schools and Orkney College to identify placements. Every employer on this database is approved to take a placement and have completed the necessary Health and Safety checks and paperwork.

We have reviewed this database to make sure the information is up-to-date and accurate and looked at how we can make it more user friendly.

We've been in touch with every employer on the database to check they're still happy to take a placement, and if so what sort of placement they can support – school, college or both.

This has resulted in a new version of the database which enables pupils to

search for an organisation or placement type. This is proving useful and helping them realise that different businesses offer a range of opportunities – some they may not have considered.

Our next step is to introduce a new system called WorkIT, which will better manage the whole process and support a qualification for school pupils. We will be working on this over the summer holidays and will update you on progress in future newsletters.

We have also produced leaflets for young people, parents/guardians and employers to explain their role in the process and outline the benefits of undertaking a work placement.

All employers on the database have received a copy in the post, however if you would like to share them with others in your business, digital versions of each booklet are available on our website in the [Work Placements](#) section.

We would like to thank every employer who has supported work placements in the past, and will do so in the future. If you have any queries about taking on a placement, please do not hesitate to contact us.

Changes to DYW Orkney Board

There have been some changes to the DYW Orkney board recently.

At our board meeting in May, Edgar Balfour stepped down as Chair and Roy Brown stepped down as Vice-Chair. This was due to the end of their one-year tenure in the roles.

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The board unanimously appointed Andy Tennant, Tesco, as Chair and with Michael Gardens, Ortak, as Vice-Chair.

We would like to thank Edgar and Roy for their work as Chair and Vice-Chair over the past year. Both will remain on the board.

#NoWrongPath Campaign

Tuesday 6 August is Scottish Exam Results day and we will be marking it with our #NoWrongPath campaign.

Developed by DYW Glasgow in 2017, this social media campaign aims to highlight that many people in interesting jobs didn't necessarily take a straight, obvious or traditional path to get there.



Some of the people who took part in last year's #NoWrongPath campaign.

We are inviting local employers and businesses to take part in the campaign and show our local young people that there is no wrong path to their chosen career.

The campaign is really simple, all you have to do is:

1. Post a photo of yourself on social media on Tuesday 6 August holding a sign telling us what you did when you left school and where you are now.
2. Remember to use the hashtag **#nowrongpath** and tag us (**@OrkneyDYW**) in it so we can share it with our followers.

If you would like to take part, you can download a template from our [website](#).

Be the Changemaker Event

In partnership with Remarkable, we hosted an employer event last month to help them learn more about attracting, recruiting and retaining a young workforce.

The #BeTheChangemaker event gave employers a chance to hear from organisations who can help them recruit young people into their business, or help them access the opportunities available to develop new or existing employees.



Those present worked together on an activity to identify the needs of a multi-generational workforce.

Presentations were given by Skills Development Scotland (SDS) and Remarkable, as well as by NHS Orkney and Northlink Ferries, both of whom were able to speak about their

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experience of investing in the development of their young workforce.

The input from SDS covered the apprenticeships framework which has changed in recent years to include Foundation, Modern and Graduate Apprenticeships and now cover a variety of subject areas and careers. You can learn more at apprenticeships.scot.

SDS also offer support to employers through their Skills for Growth initiative.

This is a free service for businesses which offers up to two days free consultancy from SDS and Remarkable. They will work with employers to understand their skill need, create a detailed people plan and guide employers to the right support. Further information can be found at [About Skills for Growth](#).

A networking event over lunch enabled those present a chance to speak on a one-to-one basis with other employers and the providers.

If you were unable to attend this event, but would like some information on apprenticeships or Skills for Growth, get in touch with our team.

Hospitality Department on Tour

Orkney College's Hospitality Department have been visiting local schools to showcase some of the skills needed for a career in hospitality, and raise the profile of the courses they offer to help develop these skills.

In April, a live cookery demonstration was held at Kirkwall Grammar School during the lunch break.

This was hosted in partnership with Archive Coffee, and saw college

Lecturers Ingrid Groat and Daniel Laud working alongside Gary Sutherland and Rebecca Harrold, Chefs at Archive Coffee, to produce sweet and savoury dishes.

They were joined by Kit Bichan, Front of House Manager at Archive Coffee.



KGS Pupils and teachers came to watch the cookery demonstration during their lunch break.

All four chefs undertook part of their training at Orkney College, while Kit completed a degree in Tourism and Hospitality at Orkney College through the University of the Highlands and Islands.

In June, Ingrid, Daniel and Anne Hill, Curriculum Lead for Hospitality, visited Westray Junior High. The whole school was treated to a cookery demonstration, before an evening demonstration was opened to the public.

As well as being able to see some of the techniques it takes to become a chef, pupils (and teachers!) were able to sample the delicious food that had been prepared.

A huge thank you to both schools for letting us put on the demonstration and to Gary, Rebecca, Kit, Ingrid and Daniel for giving up their time.

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