

# DYW

ORKNEY  
Developing the  
Young Workforce

# NEWSLETTER

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## Welcome Message

Welcome to this edition of the DYW Orkney Newsletter. In this issue, you can read about an equalities campaign which aims to promote diversity in the workplace; learn how to engage with local schools digitally and find details of a range of Graduate Apprenticeships being offered locally by Heriot-Watt University.

Finally, we are aware that many employers are having to consider making redundancies. If this is the case for your business, help and support is available through the PACE partnership. You can find more details of this initiative in this newsletter.

We appreciate that engaging with local schools may not be a priority for your business right now, but if you require any support or assistance from DYW Orkney you can contact us on [orkneydyw@uhi.ac.uk](mailto:orkneydyw@uhi.ac.uk) – we're always happy to help.

Rachel Scarth  
Project Manager – DYW Orkney

## A Job for Everybody

A campaign which promotes and celebrates diversity in the workplace takes place next across Scotland.

The 'A Job for Everybody' campaign runs from Monday 16 – Friday 20 November and will be celebrated by Developing the Young Workforce groups across Scotland.

A week of activity will enable individuals and employers to promote, illustrate and celebrate diversity and inclusion in the workplace. The campaign will also help employers

realise there are many organisations in Orkney who can provide support.



Included throughout the week will be webinars and webisodes which explore how you can make your workforce more diverse, how not to advertise for vacancies and how to become a Disability Confident employer. You can learn more about all the events [here](#).

We are also introducing a new feature that we are inviting individuals to take part in. 'My Skills Make Me' aims to encourage people from all backgrounds to highlight their skills to encourage others to think about their career pathways in an aspirational way. Young people can also get involved with this campaign by sharing their skills and career aspiration.

To get involved with 'My Skills Make Me', just download the relevant template from our website (link above) and fill it in, outlining your skills and what you have achieved in your career. Then, share a photo of the template on social media using the hashtag #myskillsmakeme. If you tag @OrkneyDYW we will share these photos on our social media channels.

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## Online Careers Event



We are currently hosting an online careers resource on our website to help young people take their next step into further education, training or employment.

The 'Your Next Steps' careers event provides information and advice on Work, Support and, Education and Training. It includes a mix of videos, presentations and links to other websites to help people take their next step.

Please share this resource with anyone who you think may benefit from the content available. You can access it on our website [here](https://dyworkney.co.uk/your-next-steps).

Thank you to all the businesses and support services who contributed to this resource.

## Webinar from ENABLE Scotland

DYW has partnered with disability experts ENABLE Scotland to deliver an engaging free webinar for employers to explore the steps to inspiring young people with additional support needs.

Did you know that by the time they are 26, young people with a disability are four times as likely to be unemployed as their non-disabled peers?

To make informed choices about their future, young people need to understand options available to them as early as possible. Employers engaging early with young people with additional support needs in school can inspire young people to think about their future and put them in the best position to succeed beyond school.

This interactive half day webinar will provide employers with the tools to inform and inspire young people with additional needs while they're still at school and provide practical guidance on supporting these young people into employment. During the workshop you will develop a bespoke Inclusion Plan for your organisation and be provided with a comprehensive resource pack.

There are two sessions available before the end of the year. They are:

- Thursday 19 November (1pm-4.30pm)
- Wednesday 9 December (10am-12pm, 1pm-2:30pm)

To book your space click [here](https://dyworkney.co.uk/your-next-steps).

## PACE: Providing Redundancy Support

We are all aware of the economic impact of coronavirus and that unfortunately, some businesses have either made - or are having to consider making - redundancies. This is not an easy process for the employer or the employee, but help is at hand to provide support.

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The local PACE partnership offers a free, confidential redundancy support service for businesses of any size. The service is free and employers can use it to help them and their staff navigate redundancy.



It is managed by Skills Development Scotland, and Claire Sim from the Kirkwall team has made a short video explaining more about PACE and the support they can offer Orkney businesses. You can watch it on our website, [here](#).

If you would like to learn more about PACE, contact Claire on [claire.sim@sds.co.uk](mailto:claire.sim@sds.co.uk) or call (01856) 602 815.

## Sign up to Founders4Schools

If you would still like to engage with young people in schools to help them learn more about careers in Orkney, you can still do so virtually.

[Founders4Schools](#) (F4S) is an award-winning education tech charity, whose aim is to improve young people's aspirations, fulfil their potential and prepare them for the rapidly changing world of work. It does this by connecting employers and educators through an online platform.

Last December we hosted an employer's event to help you learn more about F4S (read [here](#)).

Educators have a commitment to provide Career Education but do not always have enough time to devote to setting up encounters, by using the F4S platform, they can set up an event in just five minutes. To enable them to access local employers were asking local employers to register on the platform.

You can sign up by using a LinkedIn account - if you have one - and the information will automatically be taken from LinkedIn, or you can sign up using your email address.

You can sign up as a volunteer using this [link](#) – and get your friends and colleagues to sign up too!

We appreciate that you may be facing challenges in the current climate, but hopefully recognise that we all need to work together to ensure that young people have the best chance at gaining employability skills and knowledge of what the world of work is like.

If you want a two-minute tutorial on how to sign up please click [here](#) or if you need any more information or assistance, please contact our colleague at F4S, [kathleen@founders4schools.org.uk](mailto:kathleen@founders4schools.org.uk)

## Heriot-Watt University offering Graduate Apprenticeships in Orkney

Heriot-Watt University are now offering three Graduate Apprenticeships in Orkney, starting in January 2021.

Fully funded by Skills Development Scotland, Graduate Apprenticeships are a work-based qualification that are suitable for existing or new employees. Like a full-time degree, the Graduate Apprenticeship takes four years to

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complete, with employees spending approximately 80% of their time working, and 20% of their time studying.

As they are a work-based qualification, those studying are able to apply what they have learnt to the business environment.

Graduate Apprenticeships are a great way for businesses to develop the skills they will need in the future and help retain their workforce.



The three frameworks Heriot-Watt are offering to Orkney businesses for a January 2021 start are:

- BEng (Hons.) Civil Engineering – read more [here](#)
- BSc (Hons.) Construction and the Built Environment – read more [here](#)
- BEng (Hons.) Engineering Design and Manufacture (Electronic or Mechanical) – read more [here](#)

They also offer six other Graduate Apprenticeship frameworks, which may be of interest to your business. You can read more [here](#).

If you are interested in learning more about any of the above qualifications, please contact the Graduate Apprenticeship Team at Heriot-Watt University by emailing [ga@hw.ac.uk](mailto:ga@hw.ac.uk)

Learn more about Graduate Apprenticeships at [www.apprenticeships.scot](http://www.apprenticeships.scot)

## Kickstart Scheme – Have you considered signing up?

If your business is in a position to support an unemployed young person in finding a job, the UK Government have launched the Kickstart scheme, which provides employers with funding to create new six-month job placements for young people who are at risk of unemployment. Funding will be provided following a successful application process and applications must be for a minimum of 30 job placements.

Any business that cannot offer 30 placements can partner with other organisations to reach the minimum number. It seems likely that most businesses in Orkney will need to adopt this collaborative approach.

Early statistics indicate that young people will be adversely affected by the economic impact of COVID-19 so if local businesses are able to offer placements to young people to help them move into the world of work, it would be a real benefit to these young people.

For more information on the Kickstart scheme visit [here](#).

Any employers interested in taking part can register their interest at [scotland.kickstart@dwp.gov.uk](mailto:scotland.kickstart@dwp.gov.uk). We know that some local businesses have already registered, and registering will help with taking the collaborative approach.