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## VOCATIONAL TRAINING – based at Lover's Loan, Lerwick



Welcome to our first newsletter which we hope will illustrate the training and achievements of many trainees working throughout Shetland.

In recent months we have been delighted to see so many of our 'Class of 2004' complete their training and gain their Modern Apprenticeship qualification. As well as gaining their certificate after four years of work and study, many will be delighted to see their salary increase to reflect their achievements!

Having joined the team here in May 2007, it has been fascinating for me to see the range of companies, workplaces and apprenticeship programmes involved in the day to day work of

the service. Our trainees are learning creative and technical skills together with team building and specific industry training – ranging from jewellery to engineering fabrication, and carpentry to architectural technician training. The challenge, as always, is to maintain the service and also help it evolve to meet the ongoing needs of employers and school leavers.

This year, we've again experienced greater demand for places on the national training programmes, both from employers and school leavers, than we can support through government funding. We now have 54 new trainees in our 'Class of 2008' and look forward to helping them gain skills, experience and qualifications to support their future.

It is now competitive for companies and applicants to gain fully funded training, so we would welcome early enquiries from local employers of potential apprenticeship opportunities in 2009.

*Margaret Simpson*

**Margaret Simpson**  
Vocational Training Manager

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## SUCCESSFULLY QUALIFIED AFTER FOUR YEARS OF TRAINING:

We're delighted to see so many trainees completing their programmes and gaining qualifications.



*Julie Keith*  
MA Hairdressing

Julie Keith started her Modern Apprenticeship in Hairdressing at Sharp Image in Scalloway on 18 July 2005. She attended Elmwood College in Fife on block release for the theory part of her qualification. The rest of her time was spent in the salon carrying out day-to-day duties and gaining experience on the practical side.

### Why did you choose to do this training?

From a young age, it was always something I have been interested in.

### What have you enjoyed most?

Working in a good salon and being part of a team who work closely together. I like meeting clients and customers

and I enjoy learning new skills and new ideas. I have enjoyed my training at college too. I studied in Thurso for Level 2 and then Cupar in Fife for Level 3.

### What are your plans for the future?

To continue learning and developing my hairdressing skills at Sharp Image.

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

Hairdressing can be challenging at times, but overall I've found it to be a really enjoyable training programme and a rewarding one!



*Pamela Williamson*  
MA in Veterinary Nursing

Pamela Williamson started at the Westside Veterinary Surgery on work experience from school. From here she started a Modern Apprenticeship programme on 31 October 2005. She completed two years' study at Edinburgh's Telford College on block release to gain her Level 2, then a further year to gain her Level 3.

### Why did you choose to do this training?

I was brought up on a farm and have always had an interest in animals. At school I enjoyed biology and decided I would like to pursue a medical-related job. I chose to do work experience at a veterinary practice. After this I was sure that this was the job for me.

### What have you enjoyed the most?

The variety of work that I have been able to take part in. Hands-on work is the best way to learn in a job like this.

### What are your plans for the future?

To carry on nursing as I enjoy my job.

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

Do as much work experience as you can and find out what is involved with the training. The portfolios are interesting and a good way of learning everything during your training - but it is a lot of hard work! Higher biology is essential.



*Andrew Hunter*  
HNC Architectural Technician

Andrew started work at Redman & Sutherland Architects in September 2005. His daily work includes assisting the architects with Computer Aided Design, surveying buildings and sites, meeting with customers and working with the Planning Department and Building Control. Andrew has just completed two Higher National Certificates in Architectural Technology and Construction Management. He did this over a period of two and a half years by attending Video Conference twice a week at Shetland College.

### Why did you choose to do this training?

It allowed me to gain a qualification in an Architectural subject without having to leave Shetland and end up with university debts.

### What have you enjoyed most?

Being able to work in an architect's practice and gain real experience at the same time as studying.

### What are your plans for the future?

I hope to work towards becoming a chartered architectural technician.

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

You have to be prepared to be self motivated, because much of the work is self study and it's very easy to fall behind.

## NEW TRAINEES THIS YEAR

Over 50 trainees have joined us this year and embarked on a variety of apprenticeships. Here we meet three of them:



**JAMES ANDERSON**

**Modern Apprenticeship in Plumbing with Peter Miller Building Contractors**

James has just completed his first four week block at Inverness College where he learned about hot and cold water systems, drainage, understanding drawings, health and safety at work, soldering, copper and steel pipe work. He really enjoyed his first trip away and is now back at work putting some of what he has learned into practice. James's first three years involve college attendance in four or five week blocks then his final year will be spent in the workplace.



**JONATHAN POLSON**

**Modern Apprenticeship in Signmaking**

Jonathan works at Art Machine where he has been fitting signs to vans, designing business cards, making up stickers and using machinery such as printers, a vinyl plotter and laminator. He uses a variety of computer programmes to design logos and signs. Jonathan has just had his first visit from his assessor from Walsall College who will assess him doing his work at Art Machine. Over the next four years Jonathan will aim to complete his NVQs at Levels 2 and 3.



**JUDITH ANDERSON**

**Business Administration TL Dallas**

Involved in our Xmas Leaver programme, Judith will be commencing her Skillseeker training in late December 2008, where she will undertake a Business Administration SVQ 2 and ECDL through Shetland College. Her employer, TL Dallas, covers the vocational training within the workplace, providing Judith with experience in a wide range of administrative duties. Judith gathers evidence using an e-portfolio to achieve the SVQ 2. Judith only needs to attend college for a half-day per week, to achieve the European Computer Driving Licence.

## SCHOOL PUPIL XMAS LEAVER SCHEME

We are continuing to manage the Xmas leaver scheme as a local partnership arrangement with funding from Fairer Scotland Fund. It enables pupils to compete for apprenticeship places and start training in August, along with their school friends who have left school. We support them as school pupils on work placements until they begin full-time employment in January.

PUPIL FROM THE FOLLOWING SCHOOL	EMPLOYER	TRAINING PROGRAMME	COLLEGE ATTENDED
Scalloway	Ocean Kinetics	Welding and Fabrication	NAFC Marine Centre
Baltasound	Shetland Amenity Trust	Carpenter	Shetland College
Scalloway	TL Dallas	Business Administration	Shetland College
Anderson High School	DITT	Joinery	Shetland College
Yell	Robertson and Read	Joinery	Shetland College
Brae	Tulloch Developments	Plant Mechanic	Aberdeen College, Clinterty
Anderson High School	Anderson & Cluness	Painter	Inverness

## SHETLAND TRAINING AWARDS

**Date:** Monday 17 November 2008

**Venue:** Clickimin Leisure Complex

This event is hosted by Skills Development Scotland and Support Training Ltd, to showcase and recognise the achievements of over 70 trainees and their employers. We've had 41 trainees qualify this year and we are delighted for those who have been shortlisted in the various award categories.



### BP Sullom Voe Modern Apprentice of the Year

- Michael Balmain – Shetland Amenity Trust (Train Shetland)
- Alan Keith – Plumbing Services (SNIPEF)
- Pamela Williamson - Westside Vets (Train Shetland)

### BP Sullom Voe Modern Apprentice – Outstanding Effort

- Steven Garrick - SIC Ferries Services (Train Shetland)
- Magnus Henry – No 1 Building Services (Train Shetland)
- Andrew Hunter - Redman & Sutherland (Train Shetland)

### BP Sullom Voe Skillseeker of the Year

- Nicola Duthie – Shetland Fudge Company (Support Training)
- Kariss Goodlad – SIC Education & Social Care (Train Shetland)
- Louise Hunter - Nordlea Care Centre (Train Shetland)

### BP Sullom Voe Skillseeker – Outstanding Effort

- Brydon Pearson – Shetland Recreational Trust (SRT)
- Ian Shearer - MFV *Defiant* (Train Shetland)
- Mark Smith – Cape Industrial Services (NTP)

## MANAGING AGENT FOR SHELL STEP ENTERPRISE – undergraduate programme



Photo by Millgaet Publishing

Train Shetland has been awarded a contract by Step Enterprise Ltd to manage the Shell Step Programme for undergraduates in business within Shetland.

This year, seven students took part in the programme, working for eight weeks with a variety of companies and organisations. Nigel Mycock of DITT Ltd was selected by the judging panel as Shetland's most enterprising Shell Step student, with Kirsty Halcrow of Lerwick Port Authority nominated as runner-up. Nigel went on to take part in the Scottish Final in Edinburgh on Wednesday 8 October 2008.

Nigel is studying Microelectronics and photonics at Dundee University. During his placement he set up a Quality Management System database for the construction company. Peter Tait, director of DITT Ltd said, "We were very impressed with Nigel's abilities and his willingness to undertake new tasks. He had great enthusiasm and gave the project a real kick-start and now we can develop this further."

Shell STEP is an eight week, project-based placement for undergraduates. Host companies must have less than 250 employees and the undergraduates must have completed two years at university before their placement. It is a cost-effective method for employers to get a piece of work done that they haven't had time to tackle.

We would welcome enquiries from companies and students interested in taking part in the Shell Step Programme in 2009. Please contact us for more details.

