Opportunities for your business

Ex-Student Jodie Opens New Salon

Jodie is very keen to continue links with Borders College to ensure that courses remain relevant to industry needs. He is also taking on 2 students for placement over the next year because he was so happy with his own placement that he wants students to experience the same. Commenting on the opening of the new salon, Programme Leader Paula Hutchison said, “Jodie was a great role model during his time at College, and was a student who always turned a negative into a positive, where he also encouraged all his colleagues to take the same outlook. We wish him every success in his new business.”

UPON OPENING his new and trendy salon - Millars, ex-student Jodie Millar reflected on his time at Borders College.

“I had a great placement at R & R Hair Beauty where I learned the whole package including, dealing with clients, meet and greet on reception, cut and colour, application and removal of colour. I started there earlier than I should have as I wanted to make the most of the training and worked there during my 4 years at college. I assisted with the clients and felt I contributed well to the salon. It definitely assisted with my development.”

Scottish Borders Council – School Meals

BORDERS COLLEGE have been working in partnership with Scottish Borders Council for a number of years now to provide Catering and Hospitality students with real work experience in school kitchens. Currently there are a number of Level 1 and 2 Catering and Hospitality students who are attending a work placement one day per week across the Borders. These placements offer students an opportunity to enhance their learning by experiencing working in a very busy kitchen which is extremely useful for preparation for employment post College. Karen Rodgerson, who is the Catering Training Coordinator at SBC said, “Here at Scottish Borders Council Catering Department we have had the opportunity to offer numerous Students Work Placements, helping them on their career path, giving them guidance on work ethics as well as kitchen skills. Coaching these students refreshes our way of thinking about the job taking us back to basics, rethinking how we do things; they bring us new fresh ideas and it is a pleasure watching them develop.”

Introduction

THIS EDITION of Involve will showcase the benefits of being involved in the Borders College Work Placement Programme. Many Borders College students are required to undertake a work placement as part of their studies. For employers, work placements can be a simple and easy solution to manage busy periods – increasing productivity at no cost. It also allows employers the opportunity to raise the skill level of young people and adults, contributing to their current education and improving their future employability.

The College's creative and motivated students can really add value to a business. Participating in the placement programme can raise an organisation’s profile amongst the local community – demonstrating you are a caring employer. In addition it can also be of benefit to your existing employees, giving staff the chance to develop their skills in supervisory, support and training roles.
Before embarking on a Work Placement programme, employers must be able to:

- Provide meaningful work
- Prior to the placement, set time aside to meet with the student and establish their suitability to fit in with you and your team
- Be prepared to commit resources, i.e. staff and time, to train, supervise and mentor the work placement student throughout their stay
- Provide an induction for all students on their first day
- Conduct a pre-placement check with a member of the work placement department in relation to the health & safety provided by you as an employer and the safeguarding of our students
- Allow time for a member of College staff to visit to carry out a mid-placement review

*Please note the College can provide appropriate insurance cover where necessary.*

Borders College Student Receives Accolades

NOT ONLY can a work placement yield a positive destination for a student but it can also play a major factor in further success.

Ciara Whitson completed SVQ levels 1-3 in Horse Care at Borders College and during her time learning at the Newtown St Boswells Campus, she produced great results.

Her placement was with Monksford Stables and combining the two learning facilities, along with dedication, contributed to Ciara winning a Lantra Award for Equine Learner of the Year.

“My placement has given me confidence to try new things and I love caring for the horses and watching them improve over time. My bosses treat me very well and it has shown me that hard work definitely pays off”.

She began her two year placement and impressed from the beginning leading to some part time employment while completing level 3, which has now progressed to full time employment upon completion of her studies.

Course Tutor, Alison Robertson, “Whilst completing level 3 horse care Ciara was offered part time employment at her placement at Monksford Stables which she accepted and took on the arduous task of working and completing all her assessments on time proving reliability, dedication and hard work are essential to becoming employable in the horse industry”.

Ciara, with fellow Lantra award winners Lewis Mathison and Andrew Dixon
WHEN STUDENTS perform well at their work placement, it can lead to opportunities that can live with them for a lifetime. Step forward Level 3 Beauty students Megan Redpath and Sasha Borthwick, who were both selected for a 6 week work placement programme at the prestigious 5* Spa at the La Manga Club Resort in Spain in April 2016.

They were given the opportunity to develop their skills alongside learning new ways to work in a completely different environment, taking them out of their comfort zone which in turn will enhance their skills to a different level and set themselves apart for when they begin their careers.

After impressing at the interview stage, Sasha said, “We both found out that day just a few hours after the interview. Excited was an understatement! We both felt shocked and didn’t know really what to do with ourselves as it didn’t really sink in (I don’t think it sunk in until the second day of actually being there) we were also not allowed to tell anyone for a few days which was so hard.”

Working in the Spa will be a great benefit to the students where they have already learned different techniques in Spain. “We both feel the training is going to benefit us hugely as we have learnt so much. We have added a lot of new movements to our Swedish massage and have learnt new massages as well. We also have been concentrating a lot on sports massage which is extremely hard work,” according to Megan.

Having shown a great attitude to their original placement providers and with the enhancement of this training in Spain, not only will Megan and Sasha reap the benefits of this but current and future employers will as well.

Head of Faculty, Lynne Gilchrist commented “This opportunity for Megan and Sasha was testimony to all their hard work at College, where they have a great work ethic and have shown excellent customer care attributes alongside tremendous dedication. They will have received exceptional training at La Manga Spa Resort which will enhance their CV and also give them a big lift onto the career ladder.”
AFTER REALISING that plumbing was in his genes, Jack Reid started at Borders College doing the Skills for Work construction programme which was the beginning of him following in his father's footsteps. Alan Reid, who is now a plumbing lecturer at Borders College, had his own business and Jack quickly decided that this was the career path he'd like to follow. John Rafferty, Engineering Programme Leader, was Jack's lecturer when Jack first started, “Jack displayed an aptitude right from the start and was destined to do well as a plumber.” He moved onto the full time plumbing course and began his work placement with Stuart Drysdale at Roxburgh Heating and he is now in his final year of his Modern Apprenticeship with Stuart so the relationship has continued. “You can get a good look at the performance of the student when they are on placement and if they apply themselves it can lead to helping them get into the trade. Jack has a good work ethic, is tidy, conscientious and asks questions. I trust him to complete a majority of our jobs and this benefits me because he carries out a good job.” Jack's route to completion was all the more impressive as Jack quickly realised that having his father as one of his lecturers made him work even harder!

DANNI TURNBULL is currently studying HND in Business at Borders College. Danni secured her work placement early on in the course which has led to her already completing the required 12 weeks of placement. “I think that the work placements are a really good idea. As well as helping to develop skills I think it is a great opportunity to experience working in a sector you are considering for career progression. Working at Stark Main & Co helped me to experience work in an Accounting firm and also other jobs within the firm.” Danni excelled so much at her placement at Stark Main & Co she was offered a job upon the completion of her work experience. “On the last day of my placement I was taken aside and offered a job where Stark Main & Co will take me on as an apprentice and put me through my AAT training so that I will become a qualified accountant. I get to work in a great firm and will be paid to study.” Jayne Rogerson, Client Manager who manages Danni said “This placement has given Danni the chance to showcase her skills and what she has learned at college. Danni has fitted in really well and it gives us a chance as employers to see what ability the student has and see if they would fit into the team should opportunities arise. For Danni, we saw her potential and we are now putting her through her Association of Accounting Technicians (AAT) exams which will give her the opportunity to then go on to do a Chartered Accountancy qualification. This fits in well with our commitment to having a “happy skilled team” at Stark Main and we are looking forward to assisting Danni in her career progression in her chosen field of Accountancy.”

KEEPING IT IN THE FAMILY

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#Involve@BC
STEVEN GRANT has established himself as a dedicated student who has achieved his personal goals from his time at Borders College.

Here is Steven's story...

“As part of my Level 3 catering and hospitality course I was offered the chance to partake in a one day a week work placement scheme. We were told about it well in advance of the start date, and actively encouraged to search out and find a place that would not only suit our needs but could possibly lead to future employment. I approached this with great enthusiasm and put my name forward to several establishments I considered as opportunities. I ended up doing two placements, one at the Roxburgh near Kelso and one at the Buccleuch in St Boswells. Both places were really very professional and made me feel like part of the team. They both made it clear I was there to learn and not just considered as free labour, actively involving me in the preparation and making of dishes as well as letting me take part in service. As this might be the only experience some students get before actually starting work it is a great opportunity and very worthwhile part of the course. Also through this same principal I had the opportunity to partake in a week placement at a Michelin star hotel in Norfolk, which was an experience of a lifetime and a real learning curve just to see what was required of you as a person if you were to go down this route of high end fine dining. As well as that I also did a week placement at the world famous Gleneagles Hotel. This was a truly amazing experience anyway, but made that much better when it culminated in me being offered a position in the kitchen at the end of my week. I also have to add that my Lecturer Vicky MacDonald was paramount in not only securing these opportunities but in supporting, encouraging and advising me and for that I will always be thankful. So all in all the work placement scheme for me was nothing but positive, a great learning opportunity, a great insight into what to expect when college ends and also an opportunity for employers to spend time with you and get to see what you are like on a one to one basis. The latter being much preferable to them than just receiving your cv in the post with hundreds of others, so therefore giving you a step up in the hunt for active employment.”

It just shows that when an employer trusts the student to learn in the specific way they are taught, they can produce a very worthwhile, potential employee who has shown enthusiasm for the job in hand like Steven has done and this can be of great benefit for both parties involved.

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Keep in touch with Employer Engagement

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To find out more about how to get involved with us here at Borders College, or for more information about upcoming events, please contact Joanne George, Developing the Young Workforce Project Manager.

Tel: 08700 505152 or email jgeorge@borderscollege.ac.uk
From Student to Business Owner

BEN BALGOWAN is a former student of Borders College who has reaped the benefits of having a successful work placement where the guidance he was given not only benefitted himself but also the employer involved.

Ben, who now has his own business, BMB Garden and Property Maintenance, is a huge admirer of the work placement programme as it gives students an opportunity to put the skills and knowledge developed at college into practice in a real working environment.

Ben studied Level 2 in Horticulture and carried out his placement at Manderson House, where he worked alongside Tommy Noon who was the head gardener at the time. “With Tommy, every job I was working on was instructed in so much detail that it was a fantastic learning experience, whether it is plant species or soils, I learned loads and this is what I try to ensure with the student working with me.”

After showing dedication in his work experience role Ben was hired to work the full summer at Manderson House where they benefitted from his new found knowledge learned during his time with Tommy. This then led to Ben being offered full time employment which he accepted.

After working there for a few years, he then moved on to employment in Fife where he continues to learn and develop his skills, and has since moved on to set up his own business.

He now has an established business with a customer list spread out across the Borders and Lothians. Ben also has a student taking part in work experience with him for this current year with a view to taking him on as an apprentice for the next 4 years through Borders College. His name is Euan Dougal and he is performing very impressively for Ben. “Euan has a very good work ethic and attitude to learning and this is exactly the reason why taking on a student is of high value to a business. I feel that showing a student exactly how to do a job properly is their best way of development and this is a reason I am taking Euan on as an apprentice. He is very dedicated to the job like myself and this is great because the business can now achieve things a lot more quickly.”

Advertise Your Job Vacancies at No Cost!

HERE at Borders College we are well positioned to support you with your recruitment of new employees. Did you know that you can advertise your vacancies on our Students’ Association website at no cost? This can be used in addition to other advertising methods, or alternatively we are happy to support businesses to recruit from our newly qualified students at the end of each academic session.

www.tartanmonkey.co.uk

Contact Joanne George, Developing the Young Workforce Project Manager. Tel: 08700 505152 or email jgeorge@borderscollege.ac.uk.
Operation Project SEARCH

Project SEARCH is a one year Internship programme, based on an international model which originated in the Cincinnati Children’s Hospital in the USA, supporting young people with additional needs to gain skills and experience to go on to employment. The programme is designed for students with additional needs aged 17-24.

Project SEARCH is based at the Borders General Hospital and interns will be supported by a college tutor and a Supported Employment job coach.

Interns will have the opportunity to develop employability skills through internships working with a host employer. They will work 5 days a week and experience 3 different rotations throughout the course. They will spend 2 hours in the classroom learning employability skills, team building skills and citizenship and the rest of the day working on rotation.

The interns will be given specific on-the-job training for the jobs on their rotation. They will work towards an SQA employability qualification and Project Search course work. We have enrolled 8 interns, all of whom have previously attended Borders College on a full or part time basis.

The current number of active sites in Scotland is eleven with Borders General and Jabil Manufacturing beginning in August/September and making it thirteen. Six of the ten are in hospitals; two are in universities and three are in Local Authorities. The current % of interns gaining full time paid jobs at the end of their PS year is 65% (2014).

“This is a fantastic opportunity for young people with additional needs, in the Borders. Project SEARCH has a long standing track record of providing young people, with additional needs, with the necessary employability skills to enable them to enter paid employment. Through partnership working, in the Borders, we are able to support the interns while providing them with a real life employability training opportunity.”

Joan Cairney, Borders College Access Programme Leader.

HNC Social Care Student’s Positive Destination

Paula Leask is currently a student at Borders College studying HNC Social Care and has been fortunate to gain a placement within Wheatlands House. Since Paula first attended college back in 2014 this has been her dream to be able to attend Wheatlands House as this is the area of work that she wanted to progress in the future.

“I am overwhelmed with happiness that I have been offered bank work within Wheatlands House, where I am valued member of staff to the current Wheatlands team. I feel that Borders College has contributed to me in achieving my dream job by their encouragement, support and guidance.”

Andrew Parker, the manager of the placement commented, “A significant number of our staff have completed the HNC at Borders College and, with very few exceptions, most of the students who have been at Wheatlands on placement, have gone on to secure employment in the home.”

This is an excellent example of a student identifying their career goals and working hard to achieve them through committing to both their studies and work placement.

Working Together
DEVELOP THE NEXT generation of talent with Foundation Apprenticeships.

Foundation Apprenticeships are helping to ensure that young people have the experience they need and the skills employers want.

Lasting for two years, they are available to pupils in fifth year and are taken alongside their other school subjects like National 5s or Highers. As well as spending time at college they’ll also spend time with employers – like you – gaining hands on experience and demonstrating competence in a real workplace.

Why should you get involved in delivering Foundation Apprenticeships?

Developed in partnership with industry, Foundation Apprenticeships are a great way for young people to broaden their options and get a taste of their potential career before they’ve left school.

By delivering the work-based elements of a Foundation Apprenticeship you will work in partnership with the college to develop the next generation. Foundation Apprenticeship employers are better able to identify and retain fresh talent with the skills their business needs, and therefore could be part of your succession planning strategy.

A Foundation Apprenticeship is set at SCQF level 6 (the same level as a Higher), is industry-recognised and enables young people to complete elements of a Modern Apprenticeship before they leave school. So if your organisation is already involved in Modern Apprenticeships, it allows you to identify high performing young people who can go on to complete a fast-track Modern Apprenticeship – saving you time and money.

Borders College will be delivering the following Foundation Apprenticeships from August 2016:

- Social Services and Healthcare
- Business Skills

Planning has already begun to add further industry areas to this provision in the future.

To find out more about this exciting new way of learning please contact Joanne George, Developing the Young Workforce Project Manager:

jgeorge@borderscollege.ac.uk

For more information can also be found by visiting www.borderscollege.ac.uk/foundation.

SCOTLAND’S Youth Employment Strategy and Implementation Plan details how Scottish Government will implement the recommendations of the Commission for Developing Scotland’s Young Workforce. The main aim is to “Create a world class vocational education system to reduce young unemployment by 40% by 2021.”

The plan includes a number of milestones for colleges over next few years. These milestones include:

- Enabling young people have access to more vocational options during the senior phase of secondary school
- Improve opportunities and experiences for all learners, with a focus on reducing gender imbalance on course take-up
- Align provision with economic needs and regional planning, with a focus on STEM where appropriate

In order to achieve these milestones the college will be working closely with a number of partners, including local employers, to support the future of youth employment in the Scottish Borders.

If you would like to find out more about how your business can get involved in supporting the implementation of Scotland’s Youth Employment Strategy please contact Joanne George, Developing the Young Workforce Project Manager:

jgeorge@borderscollege.ac.uk

If you would like to know more about our Work Placement Programme, or order our new Employers guide to Work Placements booklet, please contact Joanne George, Developing the Young Workforce Project Manager.
Tel: 08700 50 51 52 or email jgeorge@borderscollege.ac.uk