

JANUARY 2022



# Newsletter

## Discover Work Partnership

### WHAT'S BEEN HAPPENING?

The Discover Work Partnership is your local employability partnership. It is a multi-agency approach to the development of shared objectives, the alignment of efforts and the commitment of resources relating to employability. We aim to make improvements in the labour market that meet employer demand and in doing so, increase the level of employment in the City, reduce the level of benefit claimants, improve productivity and take steps to address in-work poverty.

Since our last newsletter we have been working to develop the Strategy, Action and Implementation Plan, and an important but crucial part of this has recently been agreed - the introduction of a Project Management Office that will be directed by the Partnership to support the Partnerships goals including the delivery of the Strategy being developed. This is great news as it is a commitment from the partners to resource a team whose role is solely focussed on employability!

It has also been a busy period working to progress priority areas of work - our strategy & action plan; the allocation of 2021/22 YPG funding; 2022/23 NOLB Phase 2; 2023/24 ESF Exit Planning and UKSPF implementation.

## Newsletter Highlights

---

What's been happening?

---

Staff updates

---

Good news stories

---

Did you know?

---

Social media channels

# Good News Stories

THANK YOU TO ALL THOSE WHO SUBMITTED STORIES.

## Developing the Young Workforce



The main role of DYW is to bring education and industry together to help inspire young people about their future career choices. This usually involves businesses going into schools, and young people going into businesses. When the pandemic hit we moved quickly to create lots of online content, and have been quite innovative in our approach, creating a whole series of career inspiration films, virtual work experience, virtual careers fairs and even 3D site visits to businesses with the help of VR headsets. It has been a stressful year for schools but by being as flexible as possible we are able to target more young people, with minimum disruption to their normal timetable.

## Adult Employability Service

The team have successfully delivered academies with 100% success rate, one focussed on care employers and the other with Xplore. And are currently working with Scott & Fyfe in Tayport to support their recruitment



With young people finishing up school in isolation and becoming at high risk of long-term disengagement we quickly took our class rooms online and designed a suite of interactive virtual 'Get into courses' to encourage young people to consider their next steps towards achieving their positive destinations be that further education or employment. These courses offer a helping hand in building a short term 'life strategy' to young people as they struggle to see through the 'life smog' that can easily appear as you finish up from school and start to consider life options.

Using funding from the NTTFF the team introduced a suite of virtual courses with a focus on key growth areas and specialist subjects such as Care, Digital, Leadership and Marketing. These online courses provided an opportunity for individuals to learn new skills or enhance their current skills at their own pace and in their own home.

# Good News Stories

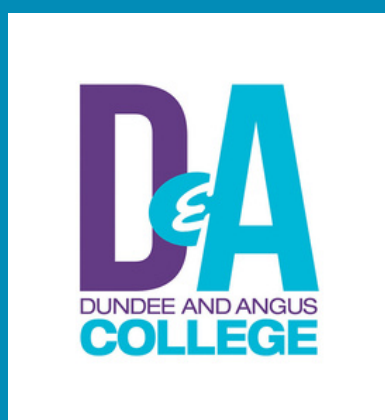
CONTINUED

Barnardo's Works has directly supported 14 young people into employment in Dundee over the past 5 months by creating job opportunities through Community Jobs Scotland (CJS) and Kickstart. Our retail stores are hosting 5 posts (2 CJS and 3 Kickstart) and Barnardo's Works has created 2 Employability Worker Assistant posts in the Dundee team through Kickstart. We have also supported our partner employers to create 7 Kickstart posts with another 5 posts pending. Several of our participants have also secured jobs in Dundee through Kickstart over the past few months. Both CJS and Kickstart offer a springboard to young people to develop their career, and we are proud to support both programmes.

**Barnardo's Works**  
engage ■ train ■ qualify ■ employ

A huge well done to the class of 2021!

In May Helm moved 13 young people into positive destinations. This was the culmination of lots of hard work for the Pathways young people. They have coped incredibly well in the global circumstances, in part due to the stability and individual support that Helm and its incredible team have offered them. This cohort became the first Helm Pathways young people to work from home, trialling new methods and opportunities. During their time with Helm they had lots of opportunities including taking part in No Knives, Better Lives, taking trips to Showcase the Street, Edinburgh Dungeons, Helm's Allotment, worked with a local Food Bank and at Helm's commercial garage, Spick & Spanners, as well as so much more.



With a successful portfolio of Modern Apprenticeships we jumped at the chance to introduce a range of 'Pathways Apprenticeships' in Care, Engineering, Bricklaying and Roofing. These short and snappy courses were meticulously designed to prepare young, unemployed people for the working world by offering them a paid opportunity to learn both specialist skillsets in these areas and a range of metaskills to make them 'work ready' and more desirable to employers and help their CVs stand out from others. A fantastic addition to the apprenticeship family, these courses have been a roaring success with excellent attainment levels and a steady stream of interviews lined up as we hope to move the young people into positive destinations and see them continue to develop through a modern apprenticeship in partnership with their new employer.

# Case Study

## YOUTH EMPLOYABILITY SERVICE

Bethany is a young Mum who has been at home looking after her son, who has also struggled with Fibromyalgia, anxiety and depression that has had an effect on her confidence and motivation.

When Bethany felt she was ready to return to work she approached the Youth Employability Service in hopes of finding a full-time job. Having been away from employment for some time, she was looking for support to develop her employability skills, build confidence to move forward into employment and build a career for herself.

Bethany and her key worker worked on identifying her goals and aspirations, Bethany has a very caring and empathetic nature and really wanted to build a career helping others. As Bethany has struggled with her own mental and physical health, she felt this gave her an insight and empathy with people who need support in the care industry and decided that gaining a career in care setting would be her goal.

Bethany worked with YES to build a CV focusing on the Care Industry and was supported in identifying and applying for suitable care vacancies a few times a week. Also spending time on identifying the skills and qualities she had in order to see her full potential, sell herself to employers and develop her confidence. Bethany received support to practice and prepare for her upcoming interviews and within no time was offered a Support Assistant role with Carr Gomm.

Bethany loves her new role, supporting people with additional support needs and is really enjoying being able to help others and using her skills to their full potential.



### Our Next Newsletter

Please feel free to provide feedback regarding this newsletter and any suggestions for future publications - for example, we are considering features such as 'Getting to Know You' or 'A Day in the Life of...'.  
[jane.mcewen@dundee.gov.uk](mailto:jane.mcewen@dundee.gov.uk)

Please send any comments / suggestions, including content for our next newsletter, to [jane.mcewen@dundee.gov.uk](mailto:jane.mcewen@dundee.gov.uk). Thank you!

# Staff Updates

## NEW ADDITIONS TO THE DISCOVER WORK PARTNERSHIP TEAM



ANDY SMITH,  
DEVELOPMENT OFFICER  
(PACE)

Andy has joined the team as Development Officer for PACE activity in Dundee. Andy will be co-ordinating the package of support for individuals and businesses facing redundancies in Dundee.

Some of you may already know Andy from his previous roles at DCC and third sector organisations in the region.

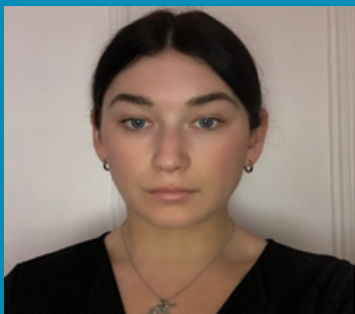
In his spare time Andy enjoys music, camping and having a dook in lochs and rivers around Scotland.

Catherine has joined the team to assist with the Compliance and Financial areas, she comes with a wealth of experience in her previous role from Dundee City Council Corporate Services Department where she managed a team of cashiers and security couriers after working her way up through the ranks!

In her spare time, she loves to go walking with her two Hungarian Vizslas and has been learning the piano for the last 3 years.



CATHERINE ROBERTSON,  
FINANCE & COMPLIANCE  
OFFICER



LUCY ANDERSON,  
MONITORING &  
COMPLIANCE ASSISTANT

Lucy has joined the team as the Monitoring & Compliance Assistant, she will support the day-to-day management of the Employability Pathway, working closely with the Delivery Partners to ensure compliance is adhered to and verifying the achievement of support provided to the citizens of Dundee. Lucy has recently graduated from the University of Dundee with a degree in History. Prior to this she worked within corporate services in Customer Services and Benefits Team.

In her spare time Lucy enjoys going out with friends, cooking and live music.



# Staff Updates

STAFF NEWS FROM THE DISCOVER WORK PARTNERSHIP ORGANISATION



After a year of unknowns and constant change, Helm experienced another change with the retirement of Carol Robertson, our Operations Manager. After 21 years of working within various roles across the organisation, Carol was given a week long send off. She had a wet, but fun, trip to Edinburgh Dungeons with a group of young people, the Graduation of 13 Pathways students, cake and presents... and to round it all off a lunch out on Friday, where she was joined by current staff and Board and a few faces from Helm's past.

Carol's commitment and dedication to the organisation has underpinned the organisation and young people's successes over the last two decades.

And a warm welcome to Rachel McEwen, new Operations Manager who brings with her a variety of experience of working with young people.

Ann Naughton, Employment Coordinator for the Parental Employment Support (PES) Project, was offered a new position with Barnardo's Works as a Team Manager. As of the 1st of July, Ann will be transitioning into her new role on a part-time basis until we recruit her replacement. Until then, Ann will still be focusing on the PES Project 25 hours per week to ensure continuity until her successor starts in post. Ann never thought that she would go back into management again so we are delighted that she has decided to take the plunge!

**Barnardo's Works**  
engage • train • qualify • employ

## And Finally

Wendy Third, Senior Manager with the Dundee Health & Social Care Partnership retired on 31st August after a long and varied career within the NHS most recently being front and centre on establishing the community testing team and vaccination programme but most importantly being an active member of the Dundee Partnership.

All our best wishes for her new life in the sun!! Jealous much!

# Did You Know?

HEALTHY WORKING LIVES / WORKPLACE TEAM



We are a friendly team who are passionate about the need to support the physical and mental wellbeing of workers and business owners – now more than ever before this is something all employers should prioritise.

Our services are free and confidential and include:

- Facilitated training and awareness sessions to help increase your knowledge of topics including in-work poverty, mental health, combating sedentary behaviour, supporting remote workers, alcohol use, and much more.
- Helping you to promote national health and wellbeing campaigns within your workplace to engage and connect with your employees.
- Workplaces who employ less than 250 staff can request free and confidential advice on occupational health and safety issues and workplace hazards from our specialist Occupational Health and Safety advisor.
- Supporting you to create workplace policies: for example around mental health, smoking, drugs and alcohol.
- Encourage your business to take steps to improve the working environment and experience of all employees, while considering each individual and their needs.
- Signposting you to other free sources of advice and support.
- Providing tailored support and guidance to organisations and businesses on the Healthy Working Lives programme and award.
- And much more!

Ours is a small team made up of three Health Promotion Officers, one specialist Occupational Health and Safety advisor, one Project Officer, and led by our Workplace Programme Manager.

The best way to get in touch with the right person is to email us on [tay.workplaceteam@nhs.scot](mailto:tay.workplaceteam@nhs.scot), telephone 01382 424057, or to contact our Occupational Health & Safety Advisor directly please email [Jane.Duffy@nhs.scot](mailto:Jane.Duffy@nhs.scot).

You can also follow us on Facebook for handy hints, tips and links @HWLTayside and check our page on the NHS Tayside Public Health website at [https://www.nhstayside.scot.nhs.uk/OurServicesA-Z/PublicHealth/PROD\\_347558/index.htm](https://www.nhstayside.scot.nhs.uk/OurServicesA-Z/PublicHealth/PROD_347558/index.htm)

# Discover Work Twitter

Follow @DWSDundee on Twitter to receive all of these updates and please remember to use the Twitter handle (@DWSDundee) in your own tweets.  
Thank you!



# @DWSDundee

## Discover Work Executive Group

### Member Organisation

Department for Work & Pensions  
Discover Work Partnership Executive  
Dundee & Angus College  
Dundee & Angus College  
Dundee City Council  
Fair Start Scotland (Remploy)  
Skills Development Scotland  
Third Sector Interface  
Youth Participation Group

### Representative

Sarah Ainslie  
Jane McEwen  
Simon Hewitt (Chairperson)  
Julie Grace  
John Davidson  
Amanda Edwards  
Evonne Boyd (Vice Chairperson)  
Eric Knox  
Karen Gunn