

OCTOBER 2022



# Newsletter

## Challenge Fund Awarded

DISCOVER WORK AWARDS A CHALLENGE FUND TO THE ALL IN DUNDEE CONSORTIUM



*Launch of additional Employability Pathway services to support young people creating the largest 3rd sector consortium in Scotland*

The Discover Work Partnership is delighted with the response to the Discover Work Challenge Fund (Round 2). The process was competitive, with the demand from applicants being almost twice that of the funding available.

We are pleased to announce, the successful applicant is ENABLE Scotland (on behalf of a consortium of third sector organisations, known as All in Dundee). The consortium has been awarded funding from the Discover Work Partnership since 2019 with ENABLE Scotland working in partnership with Barnardo's, Volunteering Matters (Project Scotland), Access to Industry, DEAP Ltd, and One Parent Families Scotland.

The consortium's application proposed an expansion of their membership to include Street League, HELM Training Ltd, and The Prince's Trust – resulting in a consortium of 9 organisations in total. Alongside ENABLE, Barnardo's, and DEAP, they are offering a wide variety and depth of support for the priority customer groups within the priority areas – see further information below.

The expanded membership will result in Dundee's Third Sector forming the largest Third Sector consortium of employability providers in Scotland, with an aim to work as one in partnership with Council Services, while simplifying the offers available to Adults, Young People, and Households – including those with physical and mental health conditions, disabilities, experience of care, convictions, or an offending history, etc.

To get involved with the Discover Work Partnership, please contact us on [partnership@discoverworkdundee.co.uk](mailto:partnership@discoverworkdundee.co.uk) for more info

# Courtney is a rising star in an unlikely industry

*After losing a grandparent to a workplace accident, a Dundee young person, embarks on a career in Health & Safety at Dundee City Council*



In October 2018, Dundee City Council employed their first Modern Apprentice in Occupational Health & Safety. Courtney Bayne, at 17 had just left school and impressed the interview panel with her passion, genuine interest and knowledge.

Courtney achieved her SVQ3 in Health & Safety in record time and was appointed a permanent post as Trainee H&S Adviser. As part of workforce and succession planning, Courtney was supported to undertake further development and completed the NEBOSH General Certificate. This allowed her to be promoted to Assistant H&S Adviser. During Review and Personal & Professional Development discussions, Courtney agreed to progress her learning through the Technical Modern Apprenticeship at SVQ4 and has just commenced this.

At the same time, Courtney was encouraged to apply for the inaugural Michael Adamson Scholarship to undertake the NEBOSH National Diploma for Occupational Health & Safety Management Professionals, which like the SVQ4, is a degree level qualification and a route to a Master's degree. Courtney again impressed the panel with her application and is one of only 2 UK candidates to receive the Scholarship. The prestigious Scholarship is named in memory of Michael Adamson who lost his life in a preventable workplace incident. On Thursday 4 August 2005, Michael Adamson left for work and didn't make it home.

*Courtney said, "I was coming to the end of my school years and I wasn't sure what career path I was going to take. All my friends wanted to go to University and knew exactly what they wanted to study. After much deliberation, I decided I wanted to pursue a career in health and safety as my granny was also involved in a workplace incident which could have been prevented. I told my friends and they laughed at me, as they thought I was joking, as this isn't a typical career choice for a 17-year-old. I didn't let this stop me. I soon realised that it may be harder than I originally thought, as health and safety isn't a course you can study locally at University. However, I was determined, so began looking at alternative routes. I came across a health and safety Apprenticeship with Dundee City Council. I applied, was successful and appointed as Health and Safety Modern Apprentice.*

*Despite being satisfied with the route I chose, I would have loved to have had the opportunity to gain a University level qualification in health and safety, whilst being in full time employment. The NEBOSH scholarship and SVQ 4 now allows me to attain this goal!"*

For current apprenticeships and modern apprenticeships, please visit: [Apprenticeships.scot](https://www.apprenticeships.scot)

# Discover Work Manufacturing Academy hailed as 'great success' by local business



Participants and partners celebrate a successful course

Dundee's Local Employability Partnership, Discover Work is delighted to celebrate the success of participants on the recent Manufacturing Academy, run in partnership with growing local business, Discovery Flexibles.

Friday 14th October 2022 marked the completion of the course, and to mark the occasion, D&A College hosted a selection of stakeholders and participants' loved ones at their Kingsway Campus to celebrate the enormous achievements of those who took part.

The 8 Dundee residents who completed the programme undertook a 6 week training course, including a work placement at Discovery Flexibles' factory in the Stobswell area of Dundee.

Jimmy Urquhart, CEO of Discovery Flexibles was very happy with the outcome of the course:

"This Academy has offered unemployed people the opportunity to receive essential practical skills as required within a manufacturing environment including workshop tooling, machine maintenance and health & safety, delivered by Dundee & Angus College along with support for personal development such as digital skills, guidance on CVs and applications interview skills and financial advice delivered by key workers from the partnership.

All customers completing the training have been guaranteed interviews with Discovery Flexibles."

The company have made job offers to three participants with a further two job offers from other businesses being made so far. Discover Work service will be supporting all participants moving forward, with more opportunities and support for all involved.

If you would like to hear more about our academies, please contact us on [partnership@discoverworkdundee.co.uk](mailto:partnership@discoverworkdundee.co.uk)

 [Discover Work Linked In](#)

 [Discover Work Twitter](#)

 [Discover Work Facebook](#)

# Liene's Story

A remarkable story of overcoming language barriers with the help of Adult Employability Service

Liene is a 30 year old parent, originally from Latvia. She is deaf and uses Latvian Sign Language to communicate. As she had been out of work for 8 years, Liene needed some support to get back into work.

Liene was referred to Adult Employability Service (AES) by Tayside Deaf Hub who support Deaf people and their families.

Liene was volunteering at the Deaf Hub at the time but was finding it difficult to gain employment due to her lack of English (she uses Latvian sign language rather than BSL).

Tayside Deaf Hub reached out to AES to see if they could help.

AES, as part of Discover Work service, offers the Employer Recruitment Incentive (ERI) supporting employers to hire people who are unemployed. AES and Deaf Hub arranged to create a paid position for Liene at the Deaf Hub's community cafe using ERI funding.

After meeting with Liene, using AES's flexible client funds, the team arranged a translator who could translate Latvian Sign Language into spoken English to allow them to communicate with Liene directly and understand how they could support her. AES also identified that Liene would need to find hours that would fit around her son's schooling.

Liene now works part time hours in the Tayside Deaf Hub Cafe and Charity shop two days a week and is enjoying the opportunity to finally be in paid employment. The employer is using the ERI funds to support Liene and making any reasonable adjustments to make her work place suitable, enabling her to learn and grow. Since starting work her confidence has grown and she now has time to do something that is just for her.

**For more information on Employer Recruitment Incentives, please visit the Discover Work website or email [ERI@discoverworkdundee.co.uk](mailto:ERI@discoverworkdundee.co.uk)**



*Liene's new workplace at Tayside Deaf Hub cafe*

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## Did you know?

**Women's Business Station Saturday Indoor Market** - For Entrepreneurial women who need a place to sell their products and services. **Women's Business Station**, are running a monthly market at their premises in Wellgate Center, Dundee. For more info, please visit [their website](#) or call 07398 188698.

Women's Business Station aims to be "The first stop to the best start" for women looking to start, build or grow a business. Working together to give you the best start to your business journey.

Women's Business Station  
Unit 18, Wellgate Shopping Centre  
Victoria Road  
DD1 2DB

# #No Wrong Path

To highlight the #NoWrongPath campaign Carol Evans, an Instructor at Helm Training for 16 years has talked about her career journey:

"I left school with very few qualifications and wanted to be a DJ which I have never become, because my path changed drastically when I left school.



I had the chance to go to college on a Youth Opportunity Programme and studied Retail and Distribution. I then went out on various work placements to stores in Dundee. However, I realised it wasn't for me by the end of the course so I went to get a job in a jute mill in town.

I worked in the printing part of the mill printing bags for potatoes, sugar and other products – in those days, groceries were distributed to retailers in big jute bags. Unfortunately, they made a round of redundancies. I started looking for work and I got a job working in the Levi's factory making jeans based here in Dundee. I was there for 18 years before it shut down and I was made redundant once again.

I was always interested in interior design, so I then went to work at B&Q in the décor department. The job was part time and alongside it, I returned to college to study Interior and Spatial design. I did 2 years at college and when I finished, I then started working at B&Q full time as the Demo Co-Ordinator. The job was really varied – I demonstrated new paints, power tools and other new products. I also ran a Ladies DIY Club, a Kids Club and a gardening club with help of the gardeners. I also went out and worked with the wider community on different projects which was great.

One day an Instructor from Helm came in with a couple of young people and wanted to know how to work a certain power tool. We got talking and his job sounded amazing, I immediately thought I would like to do that.

When once again I was made redundant because the Demo Co-Ordinator position no longer existed, I secured a job in a tiles center. I was only there for a few weeks when I saw a job advertised at Helm and I applied for it. It was working with young people on arts, crafts and woodwork.

16 years on I am still here but my job role has changed. Most days are different and I do a variety of interesting tasks. I assess and internally verify qualifications, I work with young people in the Helm kitchen teaching them how to cook on a budget and about nutrition, I work with young people at the allotment on a variety of tasks including planting, weeding, painting, fixing fences and building decking.

I also work with the young people to teach them how to paint, hang wallpaper and other decorating skills. Alongside this I teach them a lot of different life skills like first aid, team building, budgeting, numeracy, communications, ICT and employability skills.

I never thought in a million years that I would be doing this because I didn't get many qualifications.

I love my job and it can be very rewarding. I am proud to be one of the Helm team.

Carol Evans