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From: MC Employability Fund
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To: MC Employability Fund
Subject: Moray SWAP Newsletter (2024 Round-up)



MORAY SWAP

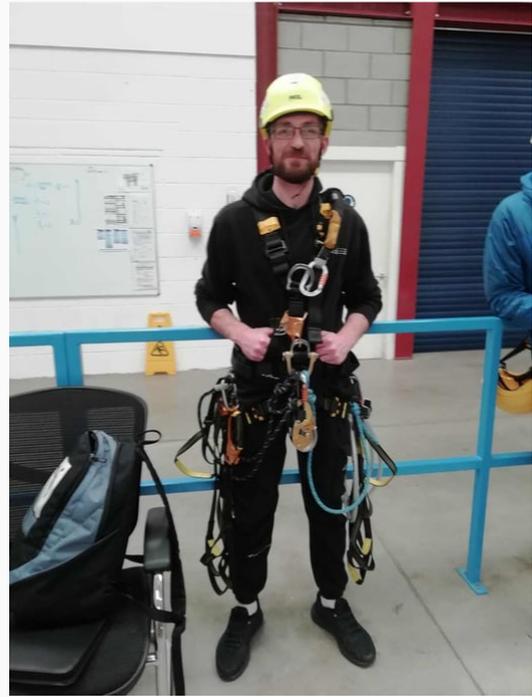


2024 ROUND-UP

CLIENT SPOTLIGHTS



Catherine has a background in **horticulture and gardening** and would like to run her own wreath making business. We recently went on a **wreath making workshop** with **Wee Bonnie Florist** in Portknockie. Catherine had a great time and it got us in the **festive spirit**. We are hoping that Catherine will get some **work experience** at Wee Bonnie Florist in the new year.

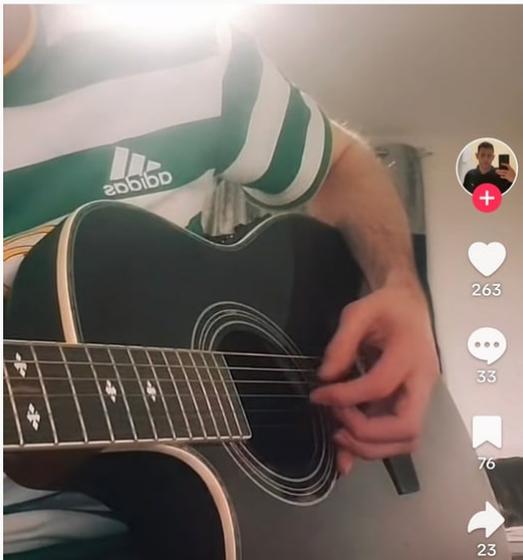


Michael undertook training to allow him to work offshore as a **Rope Access Worker**. He has completed all his training and now has a **job working offshore**.



Olena has recently relocated from Ukraine to Forres and been studying ESOL to improve her English for the past 2 years. She has a range of work experience in digital marketing, administration, and Mathematics. She joined Moray SWAP for support with updating her CV and doing applications for jobs. We worked with Olena to identify her transferrable skills that can be used for employment here in Moray. Olena has now secured volunteering at **Brodie Castle** in the events department to gain work experience and continue to improve her English. She has also started a part time job at **Next** with the Christmas team.

Olena said: ***“Having support has helped me as I have been able to update my CV and receive help with searching for work and job applications. Meeting weekly has helped my confidence in applying for work in Scotland and also finding other opportunities”.***



Dennis was referred by Skills Development Scotland to join Moray SWAP for employment support. Dennis has a background in kitchen work but fancied a career change. One of his passions is playing guitar and he has 18K followers on Tiktok for his music videos. Dennis completed a music production course over 6 weeks to give him more knowledge on the creative industry as well as learning new skills. We are continuing to support Dennis to look for employment where he can use his skills to succeed.

Dennis said: ***“I really enjoyed the music course and feel that it gave me a confidence boost. Moray SWAP has helped me move forward for looking for employment and the employability team have***



Alisha studied at university but left in her second year as she didn't feel it was right for her and went into retail. Due to life events, bereavements and family illnesses Alisha became unemployed. She was referred to Moray SWAP to help her focus on employment. This gave her the opportunity to build her confidence and receive support to apply for work, discuss suitable roles and undertake interview practice.

Alisha is now employed with Hunted Cow Studios in Elgin as Customer Support Enthusiast. Alisha also received in work support and is really enjoying her role.

Alisha said: ***“It's given me confidence and allowed me to reclaim myself. 100% the support***

been great with all the support they have given me”.

given to me has helped me so much and helped me grow”.



Daria moved to Elgin 6 months ago with her son after leaving Ukraine due to the war. Daria joined **Moray Swap** for **employment** support due to her limited **English** and lack of knowledge of the local **job market**. Daria’s background in Ukraine was in set design for film.

We worked with her to **update her CV**, apply for jobs and look for **volunteering** opportunities with her **skillset** and interests.

Daria is now working as a **cleaner**, is **volunteering** at **Out of the Darkness**

Callum required support to set up his own business so joined Moray SWAP. We were able to support Callum with his **Working at Height Training** and a **First Aid qualification**. We also arranged for Callum to gain **social media advice** to promote his business. Callum’s business, **Moir External Cleaning** has been a great success, and he is enjoying being **self-employed**.



Theatre Company and continuing to learn English at **UHI Moray**.



Maisy joined Moray SWAP after leaving school and working with her Keyworker to get support and advice on her next steps. Maisy applied for National 5 Maths at UHI Moray and also received CV support and interview preparation. Maisy has now been offered a part time job at Cornerstone in Buckie to work alongside studying her course.

Maisy said ***“The weekly support was useful for me to update my CV and look for and apply for jobs. I’m really looking forward to starting my new job at Cornerstone as a Support Practitioner and learn new skills while still doing my Maths.”***

COURSES

10 Courses delivered in 2024

- 2x SIA Door Supervisor
- 1x Ground Maintenance
- 2x Construction Skills in partnership with Robertsons and Springfield
- 3x Access to Manufacturing in partnership with Chivas Brothers
- 1x Access to Manufacturing in partnership with Baxters
- 1x Pre-employment Skills

SIA Door Supervisor and Security Guard



Five clients have now completed the **SIA Door Supervisor Security** course and two have completed the **Security Guard** course. This 2-week intense practical and theory course covers **Emergency First Aid** as well as the following modules Working in The Private Security Industry, Working as a Door Supervisor, Conflict Management and Physical Intervention Skills. Once their results come through, they will be able to apply for their **licence** and then start applying for employment in security. We are wishing them all the best of luck with their exam results and looking forward to **continue supporting** them to look for employment.

Andy attended the course as he is looking for flexible work to fit in with his childcare commitments, he said: ***“I have really enjoyed the course and learning all about the skills required when working in security. The range of jobs that you are able to apply for with this qualification is great and I’m looking forward to getting into employment”.***

Core Skills – Working with others and Problem Solving



Access to Manufacturing in partnership with Chivas Brothers



Congratulations to our clients who have recently completed our latest **Access to Manufacturing** course in partnership with Chivas. Over 3 weeks they have achieved a range of **accredited qualifications** and skills for the **manufacturing industry**, including IOSH Working Safely, COSHH, Manual Handling, Vehicle Banksman, First Aid at Work, Diversity in the Workplace, Customer Service, Environment Awareness and CV and Interview skills.

Part of the course involved getting an interview with Chivas Brothers to be selected to undertake a **3-week work placement** at one of their production facilities starting in January 2025.

Cal who has been receiving employment support through Moray SWAP attended the course and was offered a placement in the warehouse. This is what Cal said about his experience doing the course: ***“The course was interactive, enjoyable with qualifications that overlap into other industries. I didn’t realise what a***

great opportunity this course was at the beginning. However, I feel fortunate and pleased to be a part of the experience”.

After leaving school in June, **Joshua** wasn't sure what he wanted to do in terms of education, or employment so decided to do the course to learn more about the opportunities. *“I really enjoyed the range of topics covered and the staff were very friendly and helpful. It's a great way to gain skills while also getting support with employment”.*

The below testimonials are from participants who, following the course in 2023, were selected by Chivas Brothers for the 3-week work placement opportunity and was then taken on as an Agency Employee on full-time hours and are still in employment.



Harry (Agency Level 1 Operator)

"I'm really enjoying the job, there's something new every day and I really like the people I work with too. It's good work, I say to everybody that the days go so quick!

The course helped a lot, it was all about safety and it's so important to work safely here at Chivas Brothers. The banksman training I use a lot too.

After the course I got to do a three-week work experience placement. I got to do a week each in different areas, so the labs, warehouse and distillery. That was perfect because it let you get a taster of each bit to see what you enjoy most. For me, the placement wasn't about getting paid, it was about getting that experience of work so I would definitely recommend it. My favourite part has been being back in a squad, working with folk! You get good craic but you work hard too. I've said it before but the support from the employability team was great, they stayed in touch after the course to see how I was getting on."



Dylan (Agency Level 1 Operator)

Lucy (Agency Level 1 Operator)

“On the dumping line you work until break on one area, then you move onto the next, and after lunch you move on again and then you’re back where you started. I love it, it’s better than any job I’ve ever done. It’s hard work but I can’t see a time where I’m not working for Chivas Brothers.

Following the course, you have all that experience and qualifications that can help you with so much more in the future or in other industries.”

“I like the shifts and I like the dumping line as well. I do them a week at a time so one week is shifts then the next dumping. The course is definitely worth it, you get experience that you wouldn’t get anywhere else and it will help you get a job. Chivas Brothers definitely look after you, they’re really good at making you feel part of the team.”



Here are some photos of the latest cohort **Ewan McPherson** (above) who completed **SCQF Level 4 and 5 Numeracy** and **Robin Owen** (right)

Multiply is a government programme that aims to transform the lives of adults across the UK, by improving their **functional numeracy skills** through free personal tutoring, digital training, and flexible courses.

A number of **Moray SWAP** clients have taken part in Multiply.

who completed **SCQF Level 3 Numeracy**. They ended the course with some fun activities including wearing blurry glasses, picking a card, and trying to draw what it said. Lots of laughter throughout with varying levels of success!



Employers we work with and work placements:

- Springfield Properties
- Baxters
- Chivas
- Hunted Cow Studio
- Stotfield Hotel – Lossiemouth
- Robertsons Construction
- Tullochs
- Morgan Sindall
- National Trust
- Granite Elite
- Out of the Darkness
- Brodie Castle
- Re-Boot
- Tesco
- Elgin Youth Café

Types of qualifications our clients have gained:

- Music Production
- Customer Service
- Door Supervisor SIA
- SIA Security Guard
- IOSH Working Safely
- REHIS Food Hygiene
- Telescopic Telehandler
- CSCS Labour Card
- Site Safety Plus
- Manual Handling
- First Aid
- Vehicle Banksman
- PA1 & PA2 Spraying
- Working at Heights

- Dunster House
- Moray School Bank
- REAP
- IT Central
- ReBoot
- Oxfam
- PDSA Charity Shop
- Elgin Youth Development Group (Elgin Youth Café)
- Banksman Slinger
- COSSH
- Basic Offshore Safety Induction and Emergency Training (BOSIET)
- Multiply Numeracy qualification SCQF Level 3,4 and 5
- PC Passport introduction to the internet and On-line communication (SCQF Level 4)
- ICDL course for IT Skills
- Core Skills – Working with others and Problem Solving (Level 4)

Companies who have employed our clients in 2024:

- Baxters
- Chivas Brothers
- Cornerstone
- Mclean Bakery
- Pinefield Glass
- Moir External Cleaning
- B&M
- Next
- Search Recruitment
- White And Company Removals
- GDC Groundworks

- Elgin Auction House
- Spynie Care home
- Saltire security
- MDE Consultants Ltd
- Christie-elite Nurseries
- Moray Council
- Tulloch Recruitment
- Scottish Government
- ASDA
- Walkers Shortbread
- D and M Winchester
- Tesco
- Highland Parcels
- Amazon
- Karro Food Group Highland Council
- Simpson Garden Services
- Meadowlark Care Centre
- Silver Sands Holiday Park
- The Granary
- Hunted Cow
- Mansion House Hotel
- Portsoy Caravan Park
- Elgin Truck and Van
- Texo Workspace Solutions
- Forsyths of Rothes
- Dunster House

- Marks and Spencer
- GlenMoray Distillery (Brightwork)
- IT Central
- EYDG (Elgin Youth Café)
- Scotmid
- Premier Inn
- Craigellachie Lodge
- Yo Sushi
- Hays Recruitment
- Moray Council
- Aramark
- Matalan
- Parklands
- Glista
- Hanover Scotland
- The Drouthy Cobbler

What's coming up in 2025

February / March

- **Construction Skills**

Participants will gain a variety of accredited qualifications including their CSCS Labourer card allowing them to work on a construction site. The course will include an interview from an employer in the construction industry.

If you know someone that would be interested email:

swap.moray@enable.org.uk

- **Customer Service for Retail**

A short course to cover customer service skills including food hygiene, first aid and manual handling preparing participants for employment in retail.

If you know someone that would be interested email:

swap.moray@enable.org.uk

Where to find us:

Job club: Elgin - Thursdays

Buckie - Tuesdays

JCP: Buckie/ Elgin/ Forres

Email: swap.moray@enable.org.uk

Facebook: [EnableWorks Moray](#)

Snapshot to date:

- Number of starts: **233**
- Qualifications: **137**
- Job outcomes: **62**
- Education: **15**