

Employers Guide to Training Opportunities in the Clyde Waterfront Area

Clyde Waterfront is the largest regeneration project ever undertaken in Scotland. With £5-6bn of public and private investment planned, as many as 50,000 new jobs could be created.

This guide provides information for investors and employers in the Clyde Waterfront area. It includes details of services that exist to help you employ locally, buy locally, and bring benefits to the communities in the area.

Working with all our partners, the Clyde Waterfront Partnership is seeking to ensure that employability services are linked to the economic development. We can put you in touch with the relevant training agencies and contacts in the area.

As new jobs are created, training will be made available so that local people can benefit from the employment and buying opportunities. We want to ensure that it makes good business sense for you to employ and develop staff who live locally.

Community Benefit

We are working to maximise the impact that investment has on people and businesses in the area. This can take several forms:

- Training and employment opportunities in construction
- Training and employment opportunities with the end-users of the buildings
- Materials and services supply contracts for local SMEs
- Services supply contracts for local social enterprises
- Activity with schools and in the community to raise the aspirations of local people.

The Clyde Corridor has many organisations with massive experience in securing opportunities to the mutual benefit of businesses and individuals.

In this guide, we have gathered together details of all the services available and the key contacts who can help you along the way. All of the agencies mentioned are working together to deliver an integrated service to employers.

If you have any queries or require any further information on the Clyde Waterfront Partnership please contact:

Vikki Kewney

Telephone: 0141 228 2615

E-mail: vikki.kewney@scotent.co.uk

Address: Clyde Waterfront c/o Scottish Enterprise, Atrium Court, 50 Waterloo Street, Glasgow, G2 6HQ

About Clyde Waterfront - driving Scotland's future prosperity

This is our vision for the Clyde:

Economy: to create a globally attractive location, add competitive advantage, create jobs, increase output

Place: to develop distinctive, quality places and a vibrant, dynamic waterfront with international appeal

People: to stimulate the regeneration of nearby communities and widen access to jobs, investment and training

Connectivity: to achieve high levels of accessibility and connectivity for people and businesses through all forms of transport

The Clyde remains one of Scotland's most enduring assets and its renaissance is already well underway.

Area

The Clyde Waterfront area stretches 13 miles (20 km) along the banks of the River Clyde from Glasgow Green and the Gorbals in the east through Glasgow City Centre to the SECC. It continues past Pacific Quay, Govan and Glasgow Harbour, then on to Renfrew, Clydebank, Dumbarton and Erskine. The western boundary is at the Dumbarton Harbour.

Partnership

The Clyde Waterfront regeneration plan is being developed by the following partners:

- Scottish Government - believes the regeneration of the Clyde will help reduce inequality and address social inclusion. The Government is committed to regeneration of the neighbourhood areas along the river.
- Scottish Enterprise - has an interest in the impact of Clyde Waterfront on the Scottish economy. Between 2004 and 2011 expenditure will total £126 million across a number of projects including Pacific Quay, Renfrew Riverside, Clydebank Re-built and the Shipbuilding Task Force
- Glasgow City Council - is working for regeneration from Glasgow city centre to Govan on the south bank and King George V Dock on the north
- Renfrewshire Council - is engaged in projects along the south bank from Braehead to the Erskine Bridge
- West Dunbartonshire Council - together with Scottish Enterprise, has established and funds Clydebank Re-built, a company working towards the regeneration of the town. Their area runs from Rothesay Dock to Dumbarton Harbour on the north bank.

Collaboration

By working together, Clyde Waterfront is confident we can achieve the greatest impact in our efforts to transform the river. This integrated approach will ensure that Scotland gains the maximum benefit from the public sector investment - economically, socially and environmentally.

We are aware that the regeneration of the River Clyde cannot be delivered through one organisation or a single project. Therefore, the Strategic Partnership Board will drive the transformation and ensure all efforts along the river are carefully planned and co-ordinated.

Workforce Plus

Workforce Plus is a strategy for tackling worklessness. It is led by the Scottish Government, with local and national stakeholders involved.

Workforce Plus - an Employability Framework for Scotland was launched on 12 June 2006. The Framework sets out national and local actions for helping more people back into work.

Aims and Purpose

The most important aim of Workforce Plus is to increase the chances of continued employment for vulnerable and disadvantaged groups throughout Scotland. Workforce Plus aims to help the following groups:

- those who face many barriers to gaining employment and therefore require additional help;
- those who only require some or minimal help;
- those who are in low paid, low skilled jobs, and
- those who are already in work but whose health and related barriers put continued employment at risk.

The programme is not just about getting people into jobs; it's about helping people into sustained employment in meaningful jobs where there is the chance of progression.

Workforce Plus supports the target to *Reduce the number of workless people dependent on DWP benefits in Glasgow, North & South Lanarkshire, Renfrewshire & Inverclyde, Dundee and West Dunbartonshire by 30,000 by 2007 and 66,000 by 2010* (Closing the Opportunity Gap (CtOG) Target A).

Workforce Plus supports a number of CtOG targets, including those Not in Education, Employment or Training (NEET), tackling low paid, low skilled jobs in the NHS and elsewhere.

Workforce Plus can supply more information on:

- who is eligible and why
- the scope of the labour market to provide employment;
- what interventions work best for certain groups and employers alike; and
- which agencies are best placed to provide the interventions and what their respective roles and responsibilities will be.

In Glasgow, Workforce Plus is being delivered as part of the "City Strategy". Glasgow has been chosen as one of fifteen pathfinders in the UK to participate in the Department of Work and Pensions (DWP) Cities Pathfinder Initiative.

This initiative aims to enable City areas to establish local consortia and by allowing them to shape the delivery and provision of training opportunities and employment programmes in their area, give them control over plans to tackle worklessness. The long term aim of the initiative is to achieve an 80% employment rate in the UK and it is recognised that Cities have an important part to play in this goal. The priorities include ensuring that opportunities created by regeneration are accessed by all the agencies in Glasgow and that employer engagement is simple and effective. A City Strategy

Partnership Group has been formed, 'Glasgow Works', which guides and monitors the delivery of the Strategy.

The overall approach is about securing improvements in the pathway and delivery of services to all workless groups. The City Strategy does however have particular interest in those currently on IB, Lone Parents, Black and Minority Ethnic groups, the over 50's and the young NEET group.

By creating an employability pathway Glasgow Works assists benefit recipients progress into the labour market, and move into sustainable jobs and career development.

Positive Activity	Engagement and Progression	Employment including self employment	Sustained Employment and Self Employment
-------------------	----------------------------	--------------------------------------	--



More Information: <http://www.easglasgow.com/glasgowworks/>

Contact David Coyne
 Telephone 0141 800 3337
 E mail david.coyne@gcpl.org.uk
 Address 354 Argyle Street, Glasgow G2 8LX

Skills Development Scotland

Skills Development Scotland (SDS) is Scotland's new skills body. It brings together four partner organisations¹ to deliver information, advice and guidance for careers and learning, as well as support for skills development.

National Training Programmes

Four work based training programmes are available to individuals. These programmes give employers a great chance to try out staff on placements – or to recruit staff with support and subsidies from SDS:

1. [Get Ready for Work](#)

GRfW is open to 16-18 year olds with additional support needs. Young people can learn new skills, develop personal confidence and try work placements, helping them to progress into jobs, education or training.

2. [Skillseekers](#)

Skillseekers is a training programme for young people who have left school and have a job, or who are looking for work. It offers training to nationally recognised standards, working towards the vocational qualification relevant to the job/industry. Most trainees are employed, and receive a combination of off- and on-the-job training. The priority group is 16-18, and training is typically offered at VQ level 2. People up to the age of 25

¹ Careers Scotland, Scottish University for Industry (learndirect scotland, learndirect) and Key skills elements from Scottish Enterprise & Highlands & Islands Enterprise

can be eligible if there is a clear local economic case.

3. [Modern Apprenticeships](#)

MAs offer high quality training for jobs at craft, technician and management level across a range of industries. All trainees must be employed and will receive flexible training that suits the employer's requirements to at least level 3 SVQ. Each MA framework is owned by the relevant Sector Skills Council (SSC) so it should reflect industry requirements. MAs are open to anyone over the age of 16.

4. [Training for Work](#)

TfW is primarily for adults over 25 who have been out of work more than 6 months. It is an employment programme for those who can benefit (i.e. find employment) from specific skills development activities. The majority of referrals to TfW are from the JobCentre Plus network, and programme providers are supported by employers to provide on-the-job training and experience.

More Information:

If you'd like more information, contact your nearest [Careers Scotland Centre](#). There are circa 100 located throughout Scotland – to find your nearest office please call 0845 850 2502.

Further information on these programmes is available on the Skills Development Scotland web-site www.skillsdevelopmentscotland.co.uk where you will find a national database on all national training programme courses.

The main contact details for Skills Development Scotland are:

Skills Development Scotland

150 Broomielaw

Atlantic Quay

Glasgow

G2 8LU

Telephone: 0141 225 6710

E-mail: info@skillsdevelopmentscotland.co.uk

www.skillsdevelopmentscotland.co.uk

[Learndirect Scotland for Business](#)

LearnDirect Scotland aims to enhance the competitiveness of Scotland's small and medium sized enterprises (SMEs). They can guide you through the maze of training opportunities, helping you to get the best from your people. This means your business can respond quickly to the modern economy's ever-changing skill needs. For information on thousands of learning opportunities throughout Scotland and for further help and guidance, call the helpline free on 0808 100 9000 or e-mail Learndirect at info@learndirectscotland.com.

Learndirect Scotland also provides information on thousands of learning opportunities throughout Scotland. For further help and guidance, call free on 0808 100 9000

Other useful contacts

Scotland's [Business Gateway](#) (0845 609 6611) can provide lots of advice on interviewing, selecting and appointing staff, as well as information on wages, contracts, employment law and growing your business.

[Futureskills Scotland](#) helps employers use labour market research to help them plan for future expansion through its website. The site includes industry profiles and employability information.

[Jobcentre Plus](#) will help you advertise your vacancies and recruit suitable staff. New staff have implications for tax and national insurance. The [Inland Revenue](#) also has lots of useful advice on its website.

Training and employment opportunities in construction

A number of initiatives are available that provide key resources to support the construction industry.

The Construction Skills Action Plan offers a broad range of themes designed to assist employers meet their skills needs. Help is available to employers to access training and employment opportunities within the industry. The Construction Skills Action Plan is led by Scottish Enterprise.

Scottish Enterprise is also funding the development of up to 30 e-learning modules.

For more information contact Michael Kornacki at Scottish Enterprise by email Michael.kornacki@scotent.co.uk or phone 0141 242 8340.

Training and employment opportunities in financial services

In partnership with Glasgow City Council, Scottish Enterprise coordinates financial services support based around their highly successful International Financial Services District (IFSD) team. The team operates to support the development of the financial services industry in the city region and therefore can offer support and advice to companies regardless of their location in Clyde Waterfront.

This team specialises in supporting the attraction, establishment and growth of financial services businesses, shared service centres and call and contact centres.

For more information contact Colette McBride at Scottish Enterprise by email colette.mcbride@scotent.co.uk or phone 0141 842 3565.

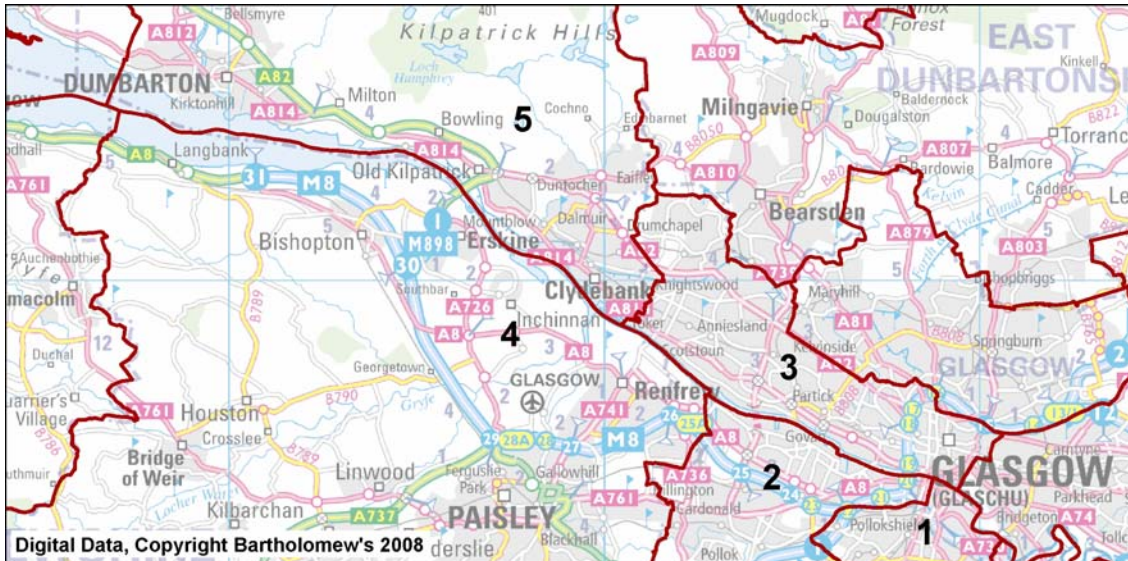
Training opportunities in shipbuilding

Scottish shipbuilding and ship-repair yards are responding to the largest order books for many years. They're designing, building and maintaining the complex warships and support vessels the Royal Navy needs for the 21st century, including the building of two aircraft carriers - the largest ships the Royal Navy has ever ordered.

Scottish Enterprise is working with shipbuilding companies, further education colleges and a range of public agencies to deliver the Scottish Marine Technologies Training Project (SMTTP), to highlight and provide access to a range of job opportunities in the shipbuilding industry and wider engineering industries. Find more information at <http://www.futureshipshape.com/>

General training and employment opportunities

These are provided through a network of local service providers based on the infrastructure in each area



In Glasgow support is provided by three of the five Local Regeneration Agencies . They work in partnership across Glasgow to provide a high level of service to all deprived areas.

- (1) Glasgow South East Regeneration Agency
- (2) Glasgow South West Regeneration Agency
- (3) Glasgow West Regeneration Agency

In Renfrewshire (4) and West Dunbartonshire (5) Workforce Plus Partnerships bring all the service delivery agencies together in conjunction with the community planning process.

Area 1 – Gorbals and Laurieston Covered by the Glasgow South East Regeneration Agency

Area 2 – South bank from Tradeston to Shieldhall This area also includes Pacific Quay, Govan, Kinning Park and Linthouse and is covered by the Glasgow South West Regeneration Agency

Area 3 – North bank in Glasgow This area includes the City Centre, Finnieston, SECC, Glasgow Harbour, Whiteinch, Scotstoun and Yoker and is covered by the Glasgow West Regeneration Agency.

Glasgow's five regeneration agencies provides access to a complete package of support services for employment and training. They can offer bespoke solutions to meet the needs of particular projects and can draw in other service providers as required through the City Strategy. Their core services include pre-recruitment training and matching of local clients to employment opportunities. They provide support to tackle barriers to employment including personal advisors to support clients from unemployment through training and into a sustained job. Their understanding of their local area ensures that the optimum approach to securing staff can be tailored to your business requirements.

For each area the Chief Executive of the agency will be the first point of contact with a suitable account manager appointed by the agency once your requirements and how they can be supported have been developed.

	South East	South West	West
Contact	Fraser Kelly	Alison Sinclair	Calum Graham
Telephone	0141 634 1024	0141 585 6838	0141 949 4949
E mail	fraser.kelly@ceda.org.uk	alison.sinclair@gswra.co.uk	calum.graham@opps.org.uk
Address	Glenwood Business Centre Glenwood Business Park 21 Glenwood Place Glasgow G45 9UH	Fairfield House Ibrox Business Park 1 Broomloan Place Govan Glasgow G51 2JR	The Open Gate 44 Hecla Square Drumchapel Glasgow G15 8NH

Area 4 – Renfrewshire

This area includes Braehead, Renfrew and Erskine. Bill Anderson has been appointed as Workforce Plus Manager to lead integration of employment and training initiatives across the authority area. As such he can provide the link to all service providers in Renfrewshire. In particular the Workforce Plus Manager can draw on the resources of Job Centre Plus, Scottish Enterprise, Renfrewshire Council and the local regeneration company the Paisley Partnership.

Contact: Bill Anderson - Workforce Plus Manager

Telephone: 0141 840 3081

E-mail: bill.anderson@renfrewshire.gov.uk

Address: Renfrewshire Council, Renfrewshire House, Cotton Street, Paisley. PA1 1LL

Area 5 – West Dunbartonshire

This area includes Clydebank, Dalmuir, Old Kilpatrick, Bowling and Dumbarton. The West Dunbartonshire Employability Programme comprises elements including:

- Sector specific training programmes in order to equip local people with the necessary skills/qualifications to obtain employment in the area's key sectors Social Care, Childcare; Tourism & Hospitality and Construction.
- Industry Specific Training is available for individuals keen to gain access to a

- particular sector e.g. by gaining computer skills or CSCS cards.
- Wage Subsidy can support employers with wage costs for new employees who meet the necessary criteria.

Organisations involved in the delivery of the full Employability Programme includes: West Dunbartonshire Council's Economic Development Section; Social Work Department; Welfare Rights Section; Skill Seekers Section and Housing Department, The Lennox Partnership; Onto Work; Community Renewal Ltd; Dumbarton Area Council on Alcohol and Alternatives.

Contact: Gina Gallacher -Economic Development Officer – West Dunbartonshire Employability Programme

Tel: 01389 737140

Email: gina.gallacher@west-dunbarton.gov.uk

Address: West Dunbartonshire Council, Garshake Road, G82 3PU

Various business support grants can be made available to local businesses / employers in order to help with training costs; capital expansion or property improvements. Further information can be accessed on <http://www.wdcweb.info/business-and-trade/financial-support/>

Employability Case Studies

St Enoch Centre

700 new retail jobs will be created as a result of the St. Enoch Working initiative. As St. Enoch's owners Ivanhoe Cambridge enter the final stages of their £100 million redevelopment programme, the project will see a coordinated approach to recruitment at the Centre which brings together Glasgow's Regeneration Agencies, Glasgow Works, JobCentre Plus and Skills Development Scotland.

Features of the approach to employment

- A shop unit on the upper level of St. Enoch Centre which will act as a dedicated focus for the project and, from today, jobseekers can fill in applications for a wide range of full and part-time positions online at the St. Enoch Working office.
- St. Enoch Working will offering help and advice on preparing job applications
- A programme of training sessions will be provided for centre staff across a variety of areas.

The project will be managed by Glasgow West Regeneration Agency (GWRA) with support from the other partners.

Glasgow Fort Partnership

The Glasgow Fort Partnership was set up to maximise the opportunities from the Glasgow Fort retail development for the deprived Greater Easterhouse area. The Partnership has focused on enabling local residents to access the 1,400 jobs created through a recruitment intervention that included an on-site recruitment office, job matching service, jobs fairs and a pre-recruitment training course. In addition, by developing strong working relationships with the centre manager and retailers, the Partnership has also looked at wider opportunities for the local community – such as childcare, health and transport.

This project is a collaboration between Glasgow Fort Shopping Park and Glasgow East

Regeneration Agency and is responsible for driving the recruitment for the recruitment process for the £200m Glasgow Fort development. A local success story, the project won the Best Practice in Partnership Working in Regeneration at the 2005 Scottish Urban Regeneration Awards.

Features of the approach to employment

- 'Succession' enables employees to enhance their career prospects within the retail sector through studying for a Modern Apprenticeship qualification
- 'Responsible Retailer Pack' offers easy access advice and local support services to employees on health, wellbeing, money advice or childcare issues

Phil Goodman, General Manager of the Shopping Park says 'The Partnership provides a forum through which to channel ideas and raise issues which affect the people of the local community and this has been a hugely successful catalyst for a number of initiatives.'

Silverburn Shopping Centre

The Silverburn shopping centre worked hand in hand with contractors and incoming companies to tailor job opportunities. Glasgow City Council recognised that agreements had to be negotiated at a planning stage and employing local people had to be a key contractual obligation. In addition, this fostered excellent partnership working between the Council, Jobcentre Plus and Glasgow South West Regeneration Agency. The £350m development has 1 million sq ft of shopping and leisure with a total of 3,000 new jobs expected.

Features of the approach to employment

- Recruitment centre helps potential employees through the employment process
- Innovative website and hotline number match a comprehensive database of employee skills with available employee positions

Richard Low of Silverburn's developer said 'We have attracted some of the biggest names in retail and catering to the trading opportunity being created at Silverburn. It is essential that these companies have access to the best workforce possible and the innovative Recruitment Centre is helping this to happen.'

Other relevant case studies on the <http://www.easglasgow.com/about/casestudies.html>

New Neighbourhood, Drumchapel

New City Vision and Glasgow West Regeneration Agency worked in partnership to develop a training and employment plan that would support the development of 1,200 private sector homes in Drumchapel, a £17m investment.

GWRA partnered with Glasgow City Council and Scottish Enterprise Glasgow to work with the developers on a training and employment plan.

Employment and training opportunities created

- 112 construction apprenticeships were agreed for local young people, with 12 apprenticeships in the first phase
- Recruitment by GWRA included Careers, local community groups, leaflet drop in the community and open event
- Intensive support was provided to 33 young people to pass the CITB test (with one scoring 100%)
- 12 joinery apprenticeships and 2 painting/decorating apprenticeships have now been appointed.
- David McCaig, Production Director, NCV commented on the superior quality of

the partnership with GWRA stating that 'the young people are very polished. We are surprised and delighted at the quality of candidates we've received from GWRA.'

Other case studies can be found at:

<http://www.scotland.gov.uk/Publications/2008/02/13140629/10>

Community Benefit: Local suppliers and procurement

A key means to support the community is to buy locally. There is a huge range of businesses in and around Glasgow that can meet the needs of your business. To help you identify local suppliers and ensure that suppliers are equipped to meet the requirements of major organisations there are various initiatives.

Supplier Development Programme

The Supplier Development Programme was established to offer small and medium sized enterprises (SME's) the opportunity to grow and diversify through procurement. The SDP is now well established as a business growth initiative which, in partnership, delivers a range of specialist business support activities including the provision of advice, information, training and funding support with the aim of assisting businesses to become more capable of accessing and competing for public sector contracts. Find more information about the [Supplier Development Programme](#)

Procurement Scotland

The Scottish Government provides centralised procurement information and tender opportunities through [Procurement Scotland](#).

Community Benefit

More information about the links between community benefit and procurement can be found in this Scottish Government document - [Community Benefit and Procurement](#) (pdf)

Linking school and work

Clyde Waterfront has developed a range of educational resources for use in schools. Written by teachers, the plans add value to curricular topics by providing opportunities for pupils to apply their learning in a local context. The resources are available on the website. www.clydewaterfronteducation.com

The particular emphasis is on delivering a 'Curriculum for Excellence' by giving pupils real life learning experiences and developing skills for life and work. A major input also is that it addresses the requirements of the 'Determined to Succeed' enterprise programme where all schools need business partners to participate in educational projects linked to the world of work.

Each of the local authorities has an Enterprise Development Officer who will assist with linking businesses to schools and identifying ways they can work together:

Glasgow City Council: Sandra Prior, email sprior@dts.ea.glasgow.sch.uk or phone 0141 534 792

Renfrewshire Council: tbc

West Dunbartonshire Council: Susan Wright, email Susan.Wright@west-dunbarton.gov.uk or phone 01389 738227

For further information on the Clyde Waterfront Educational Resources and to access to over 200 lesson plans please visit www.clydewaterfronteducation.com

Clyde Gateway

Our sister project on the Clyde in the East of Glasgow and South Lanarkshire also has a strong commitment to Community Benefit. If you are working in this area please contact Glasgow East Regeneration Agency (GERA) on 0141 781 2000. They can also provide support and advice for projects around Glasgow Green and east of Saltmarket/ High Street.