



**TRUDY MORRIS**  
**CHIEF EXECUTIVE**

DYW North Highland, led by Caithness Chamber of Commerce, has since 2015 played a significant role in ensuring young people have a work relevant education experience.



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Developing the  
Young Workforce

# What do we know?

## Businesses are reporting:

- The quality of recruitment has not improved.
- There are skills shortages across sectors.
- Paying 16-year-olds the Real Living Wage is impacting the demand for wage increases across the business.
- A societal shift has given rise to a reluctance for weekend and antisocial hour working.
- Hospitality, tourism & service sectors still seen as low skilled / low paid.
- Seasonality challenges.

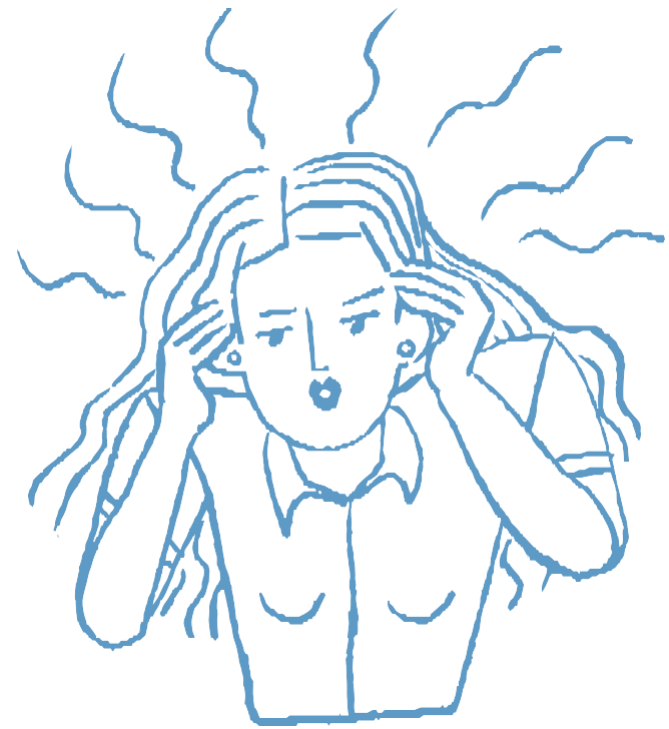


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# What do we know?



Our young people are struggling. In a recent survey of North Highland pupils for the Focus North Conference, we asked “*what personal skills would you like help with to prepare for the future?*”

- Alarmingly 52.6% said Confidence & 41.6% Stress or Anxiety Management & 49% Motivation 34.6 % said Communication

## VALUES

### Ideal job of the future, important values

- A stable job I can rely on
- A good salary
- A nice working environment
- A good work-life balance
- Doing something that inspires me

# 47%

Want to stay in the North Highlands  
or return after some time away

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# How you can get involved?

## CVS & MOCK INTERVIEWS

DYW North Highland offers CV support to students and coordinates mock interviews in Thurso, Wick, Golspie, Dornoch, and Farr High Schools. This gives students the opportunity to gain real life experience and prepares them for the world of work.



## MEET THE EMPLOYER

DYW North Highland run lunchtime meet the employer sessions at Wick High School and Thurso High School. These sessions are informal and a good platform for young people to connect with people in their desired career fields.



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# How you can get involved?

## EMPLOYER TASTER SESSIONS & WORK PLACEMENTS



DYW North Highland creates connections between employers and young people, enabling them to participate in employer taster sessions and gain firsthand experience of the workplace.

## CONFIDENCE AND PRESENTATION SKILLS WORKSHOPS



DYW North Highland hosts workshops to boost young people's confidence, helping them identify their key skills, and shares valuable insights to help them with their future.



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# Young Person's Guarantee

**Young Person's Guarantee**

## Pledge Form

**Your Organisation's Details**

Company Name:  Name of signatory:

Headquarters Address:

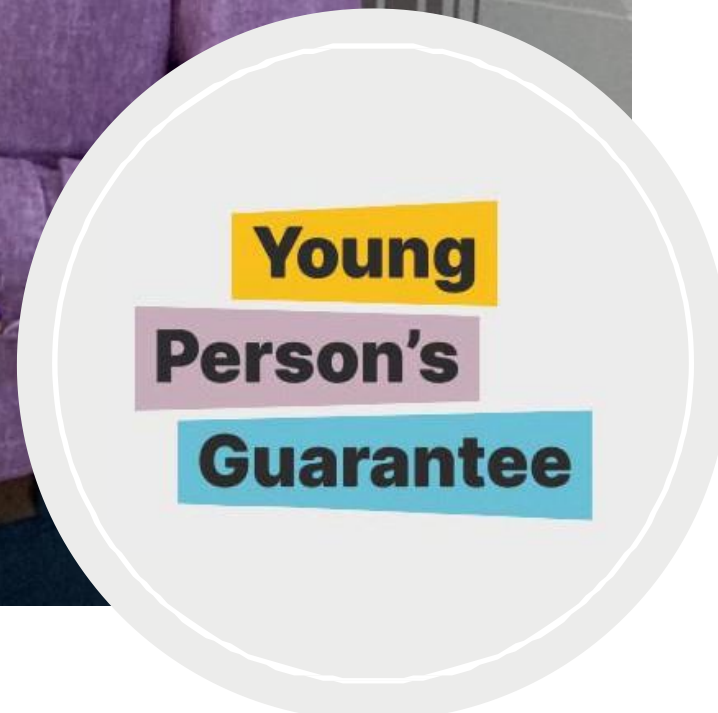
Public/Private/Third Sector:  Organisation size:  Sector:

Date:  Signature:

**Promoting your Pledge:** We would like to actively promote your pledge. Please let us know you agree to this by placing an 'X' in the box.

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Riaghaidh na h-Alba | gov.scot

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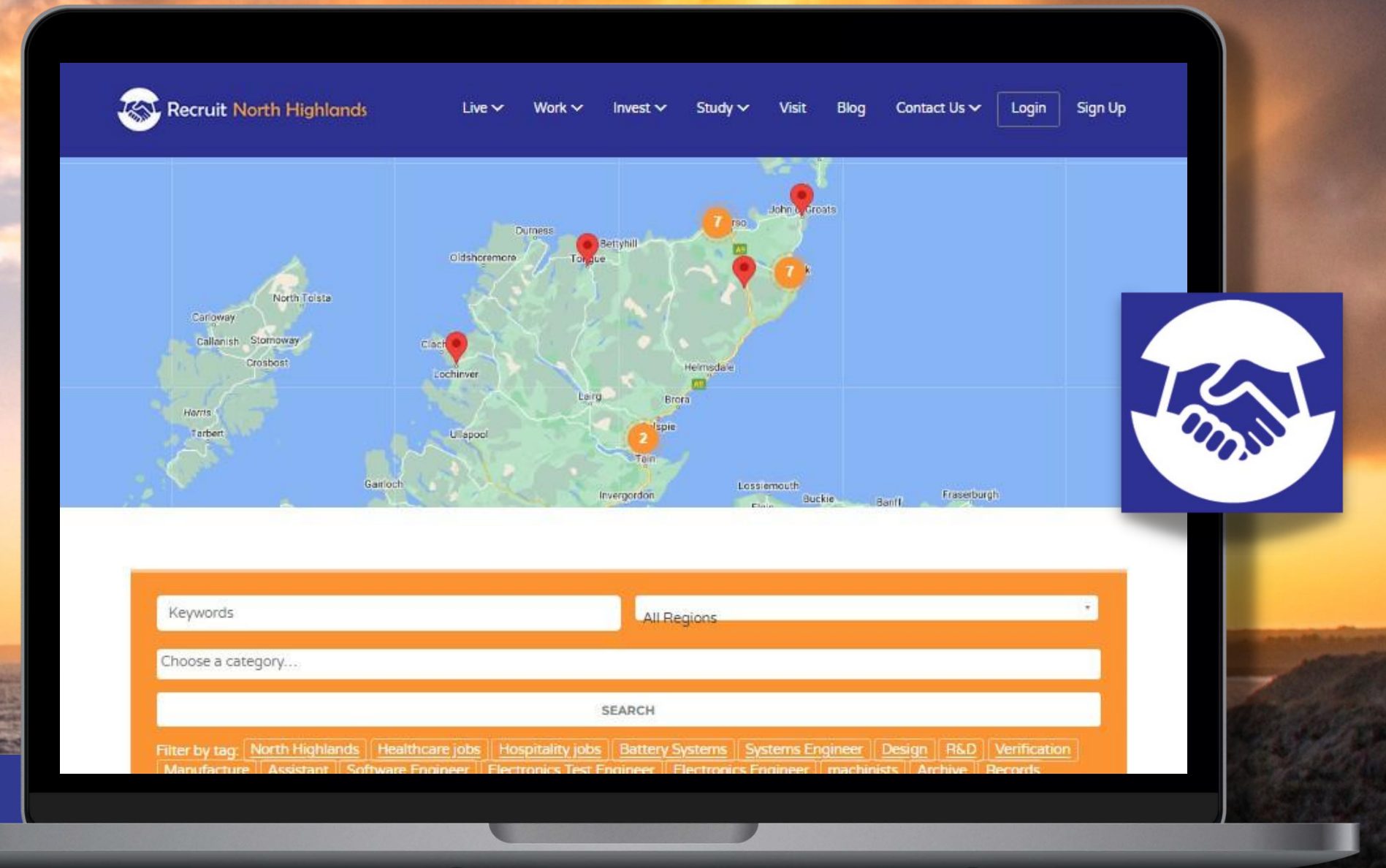


You can sign up to the Young Person's Guarantee by visiting the DYW Scot website ([www.dyw.scot](http://www.dyw.scot)) and downloading the pledge form.

This pledge form allows employers and partners of all types and size to choose how to get involved. It's easy, you can pledge your support to one or more of the areas and there is no requirement to renew on a yearly basis.

# RECRUIT NORTH HIGHLANDS

RECRUIT NORTH HIGHLANDS PROMOTES THE NORTH HIGHLAND REGION AND SHOWCASES THE UNIQUE OPPORTUNITIES TO BUILD A CAREER. IT'S THE PERFECT PLACE TO LIVE, WORK, STUDY AND INVEST!



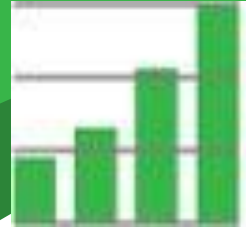
## Contact Us

RECRUITNH@CAITHNESSCHAMBER.COM

CALL US ON : 01847 890076

WWW.RECRUITNORTHHIGHLANDS.COM





## CAITHNESS BUSINESS FUND

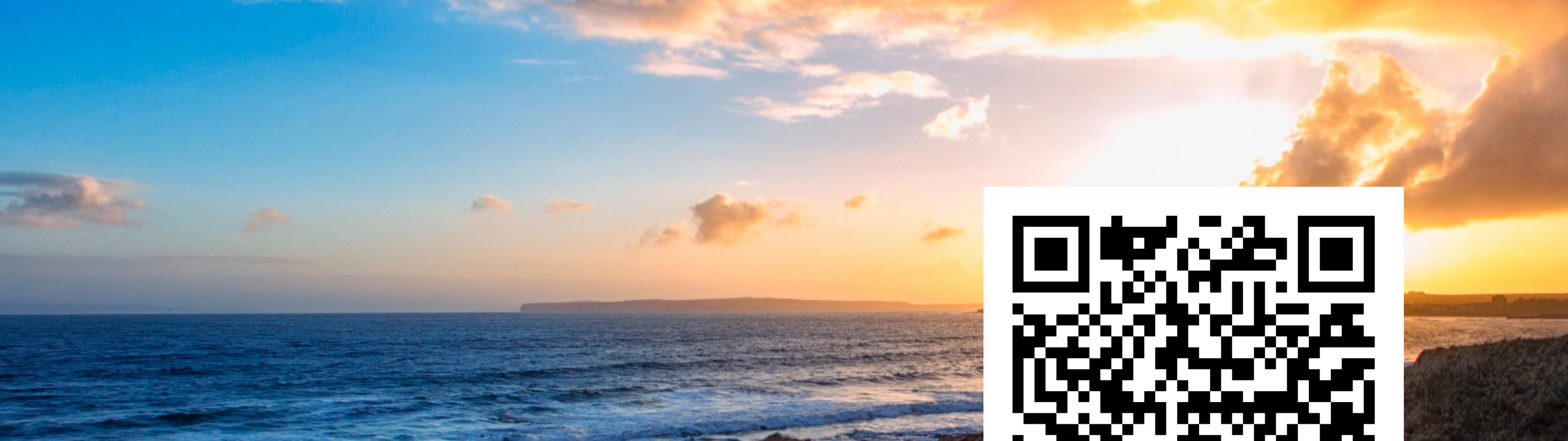
The Caithness Business Fund's mission is to promote the economic growth of Caithness and North Sutherland by supporting new and existing businesses and developing the skill base to meet new challenges.

The Caithness Business Fund provided support for 10 apprenticeships in the Caithness and North Sutherland Region in 2023.

Eligible SMEs in Caithness and North Sutherland can access grants up to £24,500 (over a maximum of 3 years) from the Fund to help with employment and associated training costs for an accredited apprenticeship within their business

[caithnessbusinessfund.com](http://caithnessbusinessfund.com).



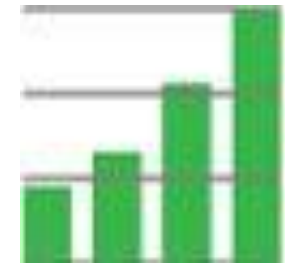


# KEEP IN TOUCH



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**CAITHNESS BUSINESS FUND**

**RECRUIT NORTH HIGHLANDS**