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# fbm

## FIFE BUSINESS MATTERS

SPRING 2018

ISSUE 42

[www.fifebusinessmatters.co.uk](http://www.fifebusinessmatters.co.uk)

### FIFE BUSINESS AWARDS

Celebrating the best in Fife

### FIFE TOURISM FLOURISHES

Revenue strong for tourism sector

### BUSINESS SUPPORT

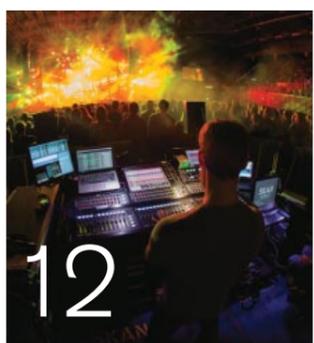
Case studies showcase business success

### £1 MILLION DEAL FOR PHASE 3

Deal to supply power connectors to the UAE



## FLEXCON RELATIONSHIPS FUEL BUSINESS SUCCESS



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### Welcome

Welcome to the Spring issue of Fife Business Matters (fbm), Fife's premier business publication, which celebrates the success of local businesses and seeks to support the development and growth of the local economy.

Four months into 2018 and already we have some great business successes to share!

The Fife Business Awards highlighted some of the region's rising stars ranging from small start-ups to long-established companies, demonstrating the sheer breadth of business success and ambition in Fife. Congratulations to this year's winners and finalists.

In addition to these prestigious awards, we share news of businesses celebrating milestones, successes and opportunities. Whether its forty years in business, moving to new premises to support growth, doubling turnover, or starting-up in business, as a region there is an abundance of business activity.

In particular, we've news from Key-Tech, which has thrived of late. It's grown by around 25-30 per cent in the last twelve months having secured new business and improved production efficiencies.

Sephra Europe is another example of a business that is blossoming. It's expanded its offering and its turnover by diversifying into packaging too.

We've some of Scotland's best business leaders operating here in Fife and I am encouraged by the proactiveness, the courage, the ambition and the passion that each one shows in terms of taking their business that bit further, seeking new opportunities and driving growth.

In this issue, we meet a former colleague of mine Stephen Hall, FLEXcon Europe's new Managing Director. Having worked together at Compaq, he's someone I know and trust personally, so I have great delight in sharing this feature, which focuses on the importance of relationships in business.

It's another plentiful edition, so please take the time to read the latest business news from around Fife. And, remember there is plenty of support out there, if you too would like to grow and develop your business.

**Stephen Doran**  
Chair of the Fife Economy Partnership



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Cover: Stephen Hall, Managing Director of FLEXcon Europe

**fbm**

**Fife Economy Partnership**  
GROWING FIFE'S FUTURE

**CIPR PRIDE AWARDS 2015 SHORTLIST**

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### RISE FROM THE ASHES

After six months of tough business conditions, Kirkcaldy-based Influx Recruitment is back in business and more determined than ever.

It's increasing its head count, which currently sits at four, with plans to double it by the summer. Its plans for new premises in South Queensferry, Wales and the Falkland Islands pose plenty of opportunities for the business, which offers recruitment services to a range of manufacturing, engineering, oil and gas, renewables and construction businesses in the UK and abroad.

Influx has a number of sizeable contracts on the horizon. Sharon Menzies, Director of Influx Recruitment, said:

"We've transformed our fortunes. Difficult trading circumstances made us re-evaluate the business; re-focus our strategy; and in going back to basics, we have made the business stronger. It proved to be an extremely valuable experience.

"2018 is a fresh start for Influx and we've hit the ground running. We've new projects in the pipeline and we will continue to recruit experienced staff as we look to create a leading brand, with sustainable financial stability."

[www.influxrecruitment.com](http://www.influxrecruitment.com)



### A FAMILY AFFAIR

In Scotland, 73 per cent of all businesses are family firms, which play a vital role in the economy (Scottish Family Business Association). For the Charles family, which currently employs three generations at J&I Pipework Services, being a small, family run business brings flexibility and the ability to innovate.

The pipework fabrication business has just completed another specialist project for a multinational drinks company, manufacturing spiral heating coils for vessel internals, as well as bespoke fine filtration troughs for a distiller's disgorging plant.

However, as well as servicing the food and drink sector, J&I Pipework Services' core business is within the Petrochemical industry, whilst it seeks to expand further into the renewables sector. Elsewhere, it has engaged with Fife Council Economic Development's Supplier Development Programme as a means of growing the business, in particular learning more about Public Contracts Scotland. It is also engaging with Business Gateway Fife regarding a new digital presence.

Scott Charles, Partner at J&I Pipework Services, said:

"We are seeing a continued investment from our existing clients and are pleased to have new contracts already in place for this year. Hopefully soon, these will include work on another of Fife's newest breweries."



J&I Pipework Services has completed a specialist project for a multinational drinks company, manufacturing spiral heating coils for vessel internals



David Archer, Managing Director, Sephra Europe

### SWEET SMELL OF SUCCESS FOR FIFE BUSINESS

Sephra Europe has seen its turnover increase by 24 per cent to £4.3 million (end December) thanks to securing a deal to supply 235 Asda stores with a new pre-filled popcorn tub.

It sealed the deal with the supermarket giant following the success of its self-service popcorn machines, which were installed in 57 stores two years ago.

The business continues to supply packaging and popcorn for the machines alongside its new pre-filled cardboard tubs that went on sale in autumn 2017.

Managing Director, David Archer says the deal with Asda has not only helped increase his company's turnover, it provided

him with an opportunity to expand into packaging. He said:

"With the addition of the pre-filled popcorn tubs business, we now supply in excess of one million tubs per year. To fulfill this, we're purchasing regular container volumes of tubs from our partner factory in China. This has given us the volume to allow us to also import ice cream, popcorn tubs and coffee cups for the food services and catering industry. We already have a good reputation in that sector, so it seemed the obvious next move and a great way to expand our offering."

[www.sephraeurope.com](http://www.sephraeurope.com)

**SEPHRA**<sup>®</sup>  
CHOCOLATE : DONUTS : CRÊPES : WAFFLES : POPCORN

### CRAFT DISTILLERY SPIRIT SET TO TAKE OFF

A new micro distillery has opened its doors in Tayport, Fife, using locally sourced fruit and grain to produce Scotland's first field to glass version of France's famous eau de vie.

Already a hit with leading mixologists, Tay Spirit's Never.25 infuses grain that is milled, mashed, fermented and triple-distilled in Fife before the region's world famous fruit is added to infuse the spirit. A fourth distillation then enhances flavour.

The 42 per cent proof naturally flavoured drink is available in raspberry, strawberry and apple flavours and is the brainchild of Kecia McDougall who was inspired by Fife's food larder to create the unique Scottish spirit.

Using advice from Business Gateway Fife, the distiller invested £120,000 to start the business, importing a bespoke 500 litre still from the Netherlands that has the capacity to produce up to 1000 bottles per month.

Kecia McDougall said:

"Because the gin market is now maturing, I wanted to make something different. With such high quality grain and world renowned fruit on my doorstep eau de vie seemed the natural fit."



Kecia McDougall of Tay Spirits



### SECURING ITS FUTURE

The complete and secure destruction of sensitive documents is a requirement for businesses. Not only does shredding save space and bring environmental benefits, but it also helps businesses to comply with legal data protection requirements. Imagine what would happen if un-shredded paper documents fell into the wrong hands?

This is the message that Secure Shred Scotland's Steven Black uses when promoting its services and products to businesses – from small and medium sized enterprises through to national blue chip companies – across Scotland. It also services over 300 locations for Fife Council.

Doing things a little differently is very much Secure Shred Scotland's approach. Gone are the days of skips and cardboard shredding boxes. Instead it provides wooden lockable cabinets, plastic pallet boxes and triple locking storage containers.

Secure Shred Scotland employs ten people, and as it looks to expand and bring in new clients, it has signed up to Public Contracts Scotland, the Scottish Government's official national portal for public sector contract opportunities.

[www.secureshredscotland.co.uk](http://www.secureshredscotland.co.uk)



### TOOLS TO SUCCESS

Local garden machinery specialist, Meldrums in Cupar, has over forty years experience selling and renting top quality garden machinery, quads, utility vehicles and golf buggies as well as carrying out repairs and services in its purpose-built workshop.

Meldrums is thriving. It has grown steadily for a prolonged period, putting much of its success down to being a family run business, which it believes enables a constant flow of communication without the need of formal meetings.

Over the years, it has achieved a number of key successes, which in addition to its longevity; includes the investment in its specialised computer system and the installation of a computerised spare parts carousel, making the business more efficient to both its commercial and domestic clients.

Meldrums is well regarded in the local community, supporting several local charities and events such as the Cupar and Ceres Games, the Fife Show and the Cupar Flower Show.

[www.meldrums.co.uk](http://www.meldrums.co.uk)

**Meldrums** | CHAINSAWS & GARDEN MACHINERY



Meldrums is a garden machinery specialist



Electronics manufacturer Key-Tech secures new contracts

### KEY-TECH BOOSTS SALES

The last eighteen months has proved enormously fruitful for Kirkcaldy-based electronic manufacturing services company, Key-Tech Electronic Systems.

New contracts have been secured from new and existing clients, which include CERN, the European Organisation for Nuclear Research, one of the world's largest and most respected centres for scientific research.

Production is on the increase and there is a need for further investment in equipment. Plans are in place to invest in a new surface mount machine, whilst recruitment is also high on the agenda.

Key-Tech has recently launched its second Key-Tech Academy in partnership with Fife College and Opportunities Fife.

Twelve young people will join the bespoke training programme undertaking twelve weeks of theory-based teaching before being supported through a further three months of on the job training at Key-Tech.

Key-Tech has grown by between 25-30 per cent over the last year as a result of new business as well as production efficiencies. This year, Key-Tech plans to increase turnover by a further ten per cent, a target, which will be supported by the business' management team.

[www.key-tech.co.uk](http://www.key-tech.co.uk)

### INCHDAIRNIE DISTILLERY LAUNCHES NEW BLEND

Inchdairnie Distillery, which became operational in December 2015 is running at 100 per cent capacity and has recently doubled its maturation capacity to hold 88,000 barrels.

Ian Palmer, Managing Director of Inchdairnie Distillery, said:

"Our intention has always been to push the boundaries of flavour in whisky using a combination of our experience, new technology and specially selected malted barley while remaining true to whisky's traditions."

"This approach is coming to life with the first distillation of Ryelaw, a 'rye whisky' that brings together elements of Scotch whisky and American rye whiskey."

Ryelaw is made with a high proportion of malted rye, the key component in American rye whiskey and also malted barley, the key ingredient in Scotch whisky. It will be filled into casks for maturation until it is judged to be ready for bottling, at which point it will be released.

Plans are afoot to build upon Ryelaw as Inchdairnie considers introducing slightly different flavours using different grains all grown locally. The distillery is also providing fillings for its strategic partner, Macduff International's blends.

[www.inchdairniedistillery.com](http://www.inchdairniedistillery.com)



Ian Palmer, Managing Director of Inchdairnie Distillery, Glenrothes



# STEPHEN HALL

## MANAGING DIRECTOR, FLEXCON EUROPE



Business is all about relationships; relationships are the fuel that feeds the success of your business. That was the message from FLEXcon Europe's MD, Stephen Hall, when fbm met him.

**B**usiness growth and success is dependent upon adding new clients, whilst keeping and expanding relationships with existing clients and suppliers. That's the philosophy at the core of FLEXcon, a global leader in coated and laminated films and adhesives used in labelling, bonding and barrier applications for automotive, electronics and healthcare markets.

FLEXcon Europe, which employs 86 staff at its Glenrothes site and exports 87 per cent of its materials to Europe, has been operating in Fife for 21 years.

This year, FLEXcon reported a turnover of £29.5 million with a profit of £1.7 million. Its strategic plan is to grow turnover by 5 per cent year on year to 2020, which it is on track to achieve.

This will involve increasing its operations to 24/7; upgrading its ERP software; and performing a Lean Study of its customer service unit in Amsterdam with a view to increasing efficiency. It has also strengthened its sales team in France and Italy, which plays an important role in building and developing relationships with new and existing clients; a service that sets FLEXcon apart from its competitors.



Not only does FLEXcon treat its clients well. It also has productive, long-standing relationships with local Fife-based suppliers. Lomond Electrical and DP Services and Systems are both established suppliers of FLEXcon. The response time, turn-around times and the personal and friendly service it receives, reinforces FLEXcon's desire to use local businesses.

Stephen Hall, Managing Director of FLEXcon Europe, said:

“Relationships are core to our business. We listen to our customers and we engage proactively with our suppliers. This closeness ensures that our clients get the level of service and a high quality product; and likewise a similar approach with our suppliers gives us certainty that we can meet deadlines.”

FLEXcon, which is headquartered in the US, recently launched an office in Asia, which Stephen Hall established. After four and half years in Hong Kong setting up the Asian operations from scratch, Stephen returned to FLEXcon Europe as Managing Director in October 2017. He had previously held managerial roles at the Fife facility, of which laterally he was Supply Chain Director.

Stephen added:

“The business is in good shape and is well on its way to meeting our strategic goals. I certainly don't want to interrupt that, but there are efficiencies and improvements that can be made in the operations of the business.”

Stephen concluded:

“In all that we do moving forward, we will continue to nurture, develop and appreciate the relationships we have with our clients, our suppliers and the FLEXcon team.”

[www.flexcon.com](http://www.flexcon.com)

Stephen Hall, Managing Director of FLEXcon Europe

Businesses move into Queensway Technology and Business Park in Glenrothes.

**BREATHING NEW LIFE INTO THE QUEENSWAY TECHNOLOGY AND BUSINESS PARK**

Seven new business units are breathing life in to the Queensway Technology and Business Park in Glenrothes.

The units, which were built in partnership between Fife Council and the Fife Task Force, are located next to the main trunk road network and Glenrothes town centre.

The units range in size from 98 sq m. to 130 sq m., providing in total 784 sq m. of new business space to help meet the demand within the local market for modern, fit for purpose business accommodation in this key location.

The completion of the units marks a significant milestone in Fife Council's long-term commitment to the regeneration of the Queensway. Following on from the Council's investment in site acquisition and demolitions, the business units are the first new business development in the area for a number of years and demonstrate that regeneration is fully underway, acting as a catalyst for future investment and development.

Councillor Altany Craik, Convener – Economy, Tourism, Strategic Planning & Transportation Committee, said:

"These units, which are fully let already, are offering great opportunities for smaller, local businesses to locate in modern purpose-built premises. Units like these are so important to the local economy and local jobs.

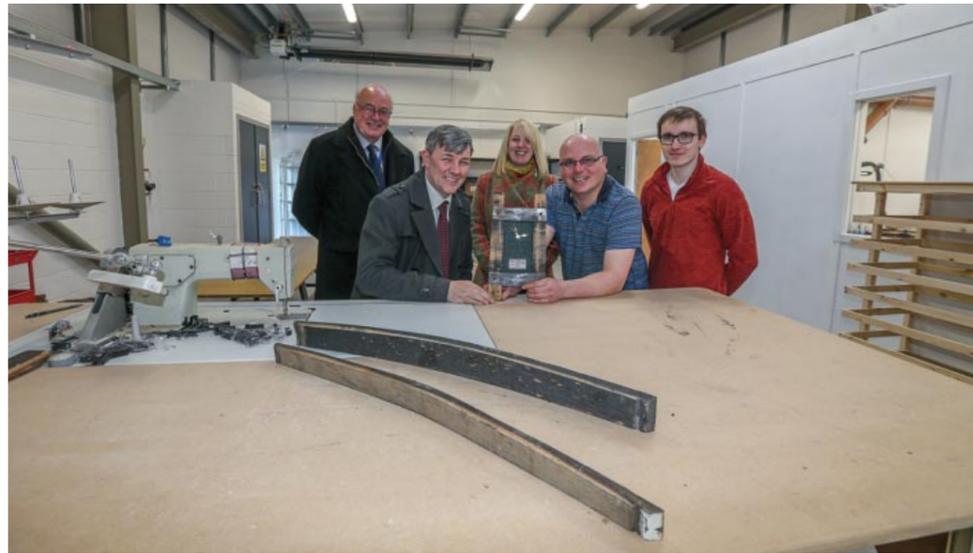
"There is a lot happening at Queensway and Fife Council's regeneration efforts here have been sped up by support from Fife Task Force. This project has been completed on time and on budget. Further work to clear empty run down properties in the area to make way for new development is also underway."

Kevin Fleming, owner of Little Thistle Gift Shop at the business park, is very pleased with the facilities available to his business and how it has helped its development. He said:

"We had been looking to expand the manufacturing business for a while, but needed to find the right kind of space in the right location. As soon as we saw these units we knew we'd found the solution – modern, clean, well insulated and with environmental features like solar panels. We're really well positioned for future growth here. We've invested in new equipment and we hope to expand the workforce too."

The business units are part of the Queensway Technology and Business Park. There is also serviced employment land available for businesses looking to re-locate, develop or start up. The six plots totaling 3.54HA are available for immediate entry for Class 4 (Office), Class 5 (General Industrial) or Class 6 (Storage & Distribution).

For more information visit [investinfife.co.uk](http://investinfife.co.uk) or call **0345 600 1359**.



Little Thistle Gift Shop has moved into a new unit at Queensway Technology and Business Park in Glenrothes

Limpet Technology moves to Energy Park Fife with plans to create jobs.

**GAME CHANGING TECHNOLOGY MOVES INTO METHIL**

Limpet Technology has moved into new premises at Energy Park Fife in Methil with the hope of bringing 50 jobs to the local area over the next few years.

Its new location allows collaboration with ORE Catapult to test its latest technology in real life conditions on the Levenmouth Demonstrator Turbine.

Limpet Technology's award winning products are used around the world for accessing wind turbines, stage rigging, met masts, telecom towers, silos and tall buildings. By enabling safer and faster access to tall structures, Limpet's systems significantly lower the cost of operations and maintenance work.



Fife Council welcomed Limpet Technology to Energy Park Fife. L-R: George Sneddon, Service Manager, Fife Council Economic Development; Lindsey Methven, Investment Officer at Fife Council; Philip Taylor of Limpet Technology; Councillor Altany Craik and Councillor Ken Caldwell

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[www.investinfife.co.uk](http://www.investinfife.co.uk)

Fife businesses encouraged to access loan finance from Business Loans Scotland.

## SUPPORTING GROWTH

**B**usiness Loans Scotland is offering loan finance of up to £100,000 to small and growing businesses and Fife Council Economic Development is urging local businesses to apply to realise their growth ambitions.

The fund, which is managed locally by Fife Council Economic Development, has been introduced to help accelerate the growth of innovative businesses in Scotland, which have regional, national and international growth potential. In turn this will contribute to the economy in terms of job creation, growth and wealth.

Pamela Stevenson, Lead Officer for Enterprise and Business Development at Fife Council, said:

“Access to capital remains a major hurdle for many businesses looking to start up and grow. Business Loans Scotland is a welcome addition offering loans to businesses to bridge the funding gap. However, take up in Fife has, to date, been slower than other areas, so we’re encouraging local businesses to apply for funding to help create opportunities, to develop and grow.”

Businesses from a range of sectors are eligible to apply. Loans may be used for working capital, purchase of plant and equipment and for the purchase of business property.

For more information contact Business Gateway Fife (**01592 858333/success@bgfife.co.uk**) or visit: **www.bls.scot**.

## DIGICO IMPROVES BUSINESS EFFICIENCIES

DiGiCo embarks on Business Academy Improvement Programme following its recent move to its new production facility in Glenrothes.

**D**igital solutions manufacturer DiGiCo, part of the Audiotonix Group, has embarked on the Scottish Manufacturing Advisory Services’ (SMAS) Business Academy Improvement Programme to support its growth ambitions as it recognises the need for continuous improvement.

Eight supervisors are working through the workshop-based learning, which is combined with a series of on-site project work. Those participating are ultimately helping to deliver sustainable improvement throughout the business.

Results are promising with a number of production and supply chain improvements already in place. Systems have been applied to make ordering more efficient, whilst through good relationships with suppliers, DiGiCo has reduced the amount of stock it holds.

Moira Kinloch, Operations Manager, DiGiCo, said: “We are keen to promote from within as much as we can. Most of our supervisors have worked for us over a number of years, so we wanted to develop them with formal SMAS training, whilst improving the processes in different areas of the business.”



DiGiCo's factory in Glenrothes

“The supervisors engaged fully, with each participant having considered practices and implemented changes and improvements across the business. Whilst it’s too early to talk about the financial benefits of the improvements, the operational changes have undoubtedly improved production efficiencies.”

The participants will present to senior management showcasing their learnings and opportunities for change.

**www.digico.biz**



DiGiCo's SD10 consoles toured the world with Scottish rock band Biffy Clyro



Business loans of up to **£100,000**



## NEED HELP FILLING THE FUNDING GAP?

- **Who we are**
  - Business Loans Scotland provides loan finance up to £100,000 to new and growing SMEs with growth potential
  - Business Loans Scotland is a consortium of Scotland's 32 local authorities
  - In Fife, Business Loans Scotland is managed by Fife Council Economic Development and delivered by Business Gateway Fife

- **How can the funds be used?**

Loans may be used for:

- Working capital
- Purchase of plant and equipment
- Purchase of business property

- **What to do next**

Register online at **www.bls.scot** using the 'Apply Now' form.



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Business Loans Scotland



Fife College takes innovative step and installs aircraft cabin to meet needs of Travel and Tourism course.

### FLYING THE FLAG FOR INNOVATION AND TOURISM

Recognising the importance that travel and tourism have for Scotland's economy, Fife College has taken the innovative step to install a real-life aircraft cabin at its St Brycedale Campus in Kirkcaldy.

Students use the cabin as part of the Travel and Tourism cabin crew element of Advanced Certificate: Travel and Tourism course and the Working as Senior Cabin Crew element of HNC: Travel and Tourism.

As well as the cabin installation, the College has also invested in the necessary additional equipment to allow students to undertake practical activities in relation to safety, security, making announcements, serving meals, boarding, check-in luggage and duty free.

Ross Stirling, Travel and Tourism Lecturer at Fife College, said:

"It's fantastic that our students can now experience the reality of working as a member of cabin crew and have the opportunity to work with the same equipment that can be found on airlines today.

"As a College, we are committed to providing students with the best learning experience possible, and ensuring that we have the best quality learning and teaching resources to allow students to leave us with both the knowledge and practical skills to further their education or move on to employment."

Fife College's dedicated Travel and Tourism team has forged fantastic links with airports and airlines across the UK.

[www.fife.ac.uk](http://www.fife.ac.uk)

Travel and Tourism students gain valuable hands-on experience in the 'real-life' Fife College aircraft cabin



### NEW TENANTS AT FRIC

The Fife Renewables Innovation Centre (FRIC) is 95 per cent occupied having welcomed new tenants Gibson Training and Care in January.

A one-off event booking at the Fife Renewables Innovation Centre (FRIC) was all it took to tempt Gibson Training and Care to relocate to the Leven facilities earlier this year.

A need to have more accessible and user-friendly offices combined with recent growth brought the training and care at home business to FRIC. It offered the facilities needed, whilst friendly staff and the flexibility of booking meeting rooms, made it a good move.

Managers of Gibson Training and Care, Nikki Lindsay and Ingrid Roberts, said:

"FRIC offers a number of benefits to us, the accessibility for service users is one of the biggest. It's also aesthetically pleasing, offers fully managed offices with a reception and it has the financial benefit of electricity being included in the rent – previously this was a large business expense."

Focused on growth to remain competitive in a busy sector, training is an important aspect of the business. As an accredited centre for Scottish Qualifications Authority, the team is also introducing user-friendly electronic portfolios for SVQ training to improve efficiency and enable Gibson Training and Care to support more candidates to achieve their award.

[www.gibsontraining.co.uk](http://www.gibsontraining.co.uk)



Below: Fife Renewables Innovation Centre

**Andrew Carnegie Business School** helping you grow

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The latest WES leadership programme produces positive outcomes.

## LEAD WITH WES

The first programme in women's leadership development, run by Women's Enterprise Scotland (WES) and working in partnership with Fife Council Economic Development, has concluded with positive outcomes for participants.

The latest cohort has recently completed the programme, designed for women business owners wishing to develop their skills and confidence to support growth and run a successful business.

The outcomes were extremely positive with 82 per cent of participants now very confident about leading and growing their business (compared to 42 per cent half way through the course); whilst 91 per cent of participating women said that their business profile has increased. Sixty four per cent have

increased turnover and over half (55 per cent) have increased their client portfolio.

Feedback from participants included: 'I have gained two more new clients'; 'I've got a mentor and am working on the mind-maps from the course and tracking actions through to completion'; and 'I have a better understanding of myself as a leader'.

The final session centred on analysing a failing hotel business and setting a turnaround strategy. The work provided for a similar analysis to be undertaken on their own business.

To be part of the next cohort, call Business Gateway Fife on **01592 858333** or email: [jennifer@wescotland.co.uk](mailto:jennifer@wescotland.co.uk).

## CONSOLIDATING OPERATIONS TO GROW

Seahawk Apparel is part of the family-run Scott Group and is a leading manufacturer and supplier of industrial workwear and branded clothing.

In the last year, it has incorporated the heat seal and embroidery branding operation of its parent company, Scott Direct, into larger newly refurbished premises bringing about additional turnover, new opportunities, and flexibility as well as reducing unnecessary transportation and associated emissions.

Having settled into its new premises in Whitehill Industrial Estate the plan is to grow. Targeting new markets including the power generation industry; improved configuration of the machine lines; manufacturing efficiencies; recruitment, retraining and cross training of staff are all priorities. It is also engaging with Fife Council Economic Development on an apprenticeship programme and it is currently recruiting.



Seahawk Apparel's factory in Glenrothes

Peter Stewart, General Manager of Seahawk Apparel, said:

“Last year was all about consolidation of the businesses and providing a stable platform for growth. 2018 is about creating and exploiting new opportunities to take full advantage of the benefits that our new facility opens up to us. We've improved efficiencies, so it's now all about creating new markets and moving the business forward for the future.”

[www.seahawk-apparel.co.uk](http://www.seahawk-apparel.co.uk)

Seahawk Apparel is focused on creating new business opportunities



When business is disrupted it can negatively impact on operations and ultimately cost money. In this article, we consider ways to prepare for potential threats.

## BUSINESS RESILIENCE PLANNING: IS YOUR BUSINESS READY?

Planning to prepare to cope with the effects of disruptions is vital to ensure a relatively quick and painless return to 'business as usual' regardless of the cause. The heavy snow fall in March was a stark reminder that even the weather can affect businesses with many closing for a period of time.

Was your business affected? How did you manage to cope with the heavy snow fall? Were members of your team able to get to work? Did you manage to fulfil orders? Was your supply chain affected? Did you have challenges with road transport?

The weather is just one factor that could impact on your business that is out with your control. Would you be able to cope if a major supplier went out of business or important equipment failed; or your business had an IT systems failure or was targeted by a cyber attack? What if your business lost electrical power or had challenges with road transport or fuel supply or what if your business or staff were caught up in a terrorist attack at home or abroad?

By planning ahead and creating a list of contingencies, a business is reducing the impact of external threats; is considering how to prevent or minimise risk; as well as ways to recover from potential hazards helping to ensure that your business continues to operate.

### THERE ARE A NUMBER OF SIMPLE STEPS BUSINESSES CAN TAKE:

- 1 Identify critical business functions – what is your business about; what are the priorities? Once you know this, you can consider potential threats and plan.
- 2 Identify what you need to keep your business operational - brand; people; premises; IT; suppliers; performance and information.
- 3 Consider factors that may impact on your supply chain – are there any past, present or future incidents which may cause disruption to your supply chain?
- 4 Reduce the likelihood and impact on your business being disrupted – undertake risk assessments to support your business continuity planning.
- 5 Agree and prepare plans – identify those who would be involved in dealing with the disruption.
- 6 Communicate – share your plans with staff and stakeholders to show confidence in your business.
- 7 Try out your plans – play out a scenario to see how your business and its staff would respond.
- 8 Keep your planning fluid – review and evolve resilience plans regularly.



To find out more about business resilience planning, contact Fife Council's Emergency Resilience Team on: **01592 583544** or email: [emergency.planning@fife.gov.uk](mailto:emergency.planning@fife.gov.uk)

### USEFUL INFORMATION

Help reduce the likelihood and impact of your business being disrupted by monitoring these websites:

**MetOffice** – prepare for severe weather  
[www.metoffice.gov.uk](http://www.metoffice.gov.uk)

**Floodline Scotland** – protect your business from flooding  
[www.floodlinescotland.org.uk](http://www.floodlinescotland.org.uk)

**Enterprise Hub Fife** – businesses can access flexible desks or office space, if premises are out of commission  
[www.enterprisehubfife.co.uk](http://www.enterprisehubfife.co.uk)

**Ready Scotland** – access templates to develop business continuity plans  
[www.ReadyScotland.org](http://www.ReadyScotland.org)

**The National Cyber Security Centre** – access advice to help increase protection from the most common types of cyber crime  
[www.ncsc.gov.uk](http://www.ncsc.gov.uk)

**Counter Terrorism Policing UK** – advises anyone caught up in an incident to 'Run, Hide, Tell'  
[www.gov.uk/government/publications/stay-safe-film](http://www.gov.uk/government/publications/stay-safe-film)

**Citizen Aid** – access information about immediate actions that can be taken in response to different attack scenarios  
[www.citizenaid.org](http://www.citizenaid.org)

A Glenrothes business secures a £1 million deal to supply its power connectors to the UAE.



Andy Glachan, Director of Phase 3 Connectors Ltd

## PHASE 3 PLUGS INTO MIDDLE EAST

Phase 3 Connectors Ltd, which manufactures industrial connectors for power generation, has secured a contract to provide power connectors to one of the biggest electricity and water authorities in the UAE.

The new contract is estimated to be worth around £1 million and will provide the company with a potential route into Abu Dhabi, Qatar, Oman and Saudi Arabian markets.

Phase 3 had a successful 2017; increasing its turnover from £2m to £3.3m to end of December and increasing staff numbers from seven to 17.



As well as supplying its power connectors to a range of leading sports events, Phase 3 will begin targeting the North American market this year.

Company Director, Andy Glachan said: "We've consciously widened our reach. Securing a number of large contracts and UL accreditation highlights a significant shift for the business."

Business Gateway Fife has helped Phase 3 to secure 50 per cent of funding from the Fife Investment Fund to build a new website and supported its application for a £180,000 Regional Selective Assistance grant to create jobs.

Andy added:

"Our Business Gateway Fife adviser, Charles Doeg-Smith, has opened a lot of doors for us and his knowledge and connections have been invaluable."

[www.p3connectors.com](http://www.p3connectors.com)

Meadowsweet Herbal Apothecary launched in 2017 to offer herbal healthcare in Fife.

Rosy Rapacova of Meadowsweet Herbal Apothecary

## HOLISTIC APPROACH TO NEW BUSINESS

Training to become a herbalist led Rosy Rapacova to set up her own herbal medicine clinic. Now the 28-year-old, who also runs Meadowsweet Organic farm with her husband, has launched Meadowsweet Herbal Apothecary after completing four years of study.

As a Herbalist, Rosy offers herbal remedy workshops and talks as well as consultations to individuals, which is the main aspect of the business.

Rosy Rapacova said:



"I have always been passionate about plants, healing and working with people. In 2012, I spent a season working on an organic herb farm in Somerset, which sparked the need to bring these two strands of my life together and train as a herbalist."

"I have had continued support from Business Gateway Fife. My adviser has helped me to understand how to set up a second business, giving support with my business plan and guidance regarding company regulations and finance. I've also attended a number of the free workshops on offer and benefited from a £5,000 loan from The Prince's Trust."

Over time, Rosy would like to evolve the business into a social enterprise, offering affordable herbal healthcare as well as workshops and advice to empower people to use more herbs and foods to improve their health and wellbeing.

[www.meadowsweetherbalapothecary.co.uk](http://www.meadowsweetherbalapothecary.co.uk)

## ACCOMMODATING FUTURE MARKETS

Dockyard Digs and Fife Pods are celebrating another successful year in providing a 'home from home' for contractors in Rosyth.

The sister businesses have been successful accommodation providers for contractors working on the Queensferry Crossing and the Queen Elizabeth II from the port of Rosyth for many years.

Looking to the future, Dockyard Digs and Fife Pods are working with Business Gateway Fife, which is providing support by signposting the business to other networks and agencies.

Lorraine Murray, Business Development Director of Dockyard Digs and Fife Pods, said:

"We have a number of growth plans afoot and are excited about what 2018 brings. Working with Business Gateway Fife and Scottish Development International has been extremely beneficial and we are grateful for their support."

Dockyard Digs offers 42 superior HMO quality serviced apartments whilst Fife Pods is made up of 136 bespoke living pods, each individually designed providing accommodation for up to 600 people.

[www.dockyarddigs.com](http://www.dockyarddigs.com);  
[www.fifepods.com](http://www.fifepods.com)



Dockyard Digs and Fife Pods offer managed and fully furnished accommodation in Rosyth

Raeburn Construction starts work on its new head office.



Scott and Sarah Raeburn outside Raeburn Construction's new HQ in Kirkcaldy

## INVESTMENT CEMENTS FOUNDATION IN FIFE

**F**ife civil engineering business, Raeburn Construction, is investing £440,000 to build a new head office and four additional industrial units in Kirkcaldy.

Work on the new site at Dunnikier Business Park is well underway with the office move imminent. The remaining units will be leased.

In 2017, the company worked on 40 projects including running four major groundworks contracts in Edinburgh at the same time. These included Heart of Midlothian's new stand, a new £20 million hotel on Market Street, retail units in St Andrews Square and student accommodation in Fountainbridge.

The company is projecting turnover above £6.5 million by May 2018.

Scott Raeburn, Director, Raeburn Construction, said:

"It's always been our goal to build our own office space – we actually began to look for the right location four years ago – but it became a priority last year when we realised we'd outgrown our current location. By buying the land it lets us build to our own

specification and meet future needs."

Sarah Raeburn, Director of Raeburn Construction, added:

“With the build now underway, we're looking to invest in a new IT system and Business Gateway Fife has helped us secure funding to work with an IT specialist so we can find the best platform for our needs. We are also investing in a new website and working with a content marketing specialist to help us tell our story. This will lead to the creation of a new position within our office team.”

[www.raeburnconstruction.co.uk](http://www.raeburnconstruction.co.uk)

## HOW BUSINESS GATEWAY FIFE HELPED Translate IP plans for business growth

Having been in the patent translation industry for 17 years, Emma Grubb decided to set up Translate IP after turning to Business Gateway Fife earlier this year.

Thanks to funding from Financial Support for Businesses, the mother of two launched [www.translateip.com](http://www.translateip.com) in a bid to secure more work from global law firms and multinationals.

Working with a select team of freelance contractors, Emma's business focuses primarily on the translation of patents and other IP-related documents from German and French into English.

She said: "When I was based at home with young children, I found it difficult to achieve a good work-life balance. Having a space at the Enterprise Hub allows me to separate home from work and has greatly increased my productivity. Right from the start Business Gateway Fife has been a phenomenal help. Without its support I would have found it difficult to set up my company. I also wouldn't have known about the funding that has enabled me to launch a website that will help me grow my business."



“ I would recommend using Business Gateway Fife for its support in accessing funding. ”

### How BGF helped Emma:

- 1:1 advice
- Access to Funding
- Expert Help
- Signposting

Visit [www.bgateway.com/fife](http://www.bgateway.com/fife) or call 01592 858 366.



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**AWARD ACCOLADES**

**D**rum roll, please. Businesses across the region have been shortlisted for a host of awards, recognising the expertise Fife businesses have across a range of sectors.

**Raytheon** and **Doosan Babcock** have been shortlisted for the Scottish Knowledge Exchange Awards 2018 as part of the Scottish Enterprise Open Innovative Programme.

Finalists for the Courier Menu Food and Drink Awards have also been announced. **KitschnBake** in Newport-on-Tay and **The Cheesy Toast Shack**, **Ardross Farm Shop**, **Puddledub**, **The Little Herb Farm** and Julie Lewis of **The Adamson** in St Andrews have all made it onto the shortlist. Good luck to all!

Congratulations are in order for **Balbirnie House**, which picked up four awards, including Style Hotel of the Year 2018 at the Central and Fife Scottish Hotel Awards.

**Castle Furniture** is also celebrating having won Employer of the Year in the health and disabilities category at the Fife Business Diversity Awards.

**JAMES DONALDSON GROUP TRIUMPHS**

**T**he James Donaldson Group is celebrating having been ranked 207th in the Sunday Times' Top Track 250 league table. This marks an excellent achievement as the Group continues to see progressive growth.

James Donaldson & Sons is also celebrating having taken home gold at the Herald Scottish Family Business Awards. It won the Rural Family Business (Large) category.

[www.jamesdonaldsongroup.co.uk](http://www.jamesdonaldsongroup.co.uk)

**NEWS, NEWS, NEWS**

**G**lenrothes recruitment company, **Blueprint Recruitment**, is celebrating its 10th anniversary with a £16 million turnover. Since its inception in 2007, it has grown into one of Scotland's leading technical, construction, administration and engineering recruitment companies.

**Stephens** has pushed the boundaries of the traditional bakery format and opened the UK's first standalone drive thru in Dunfermline.

Now in its 145th year in business, the bakery is well established in the Fife area and beyond, with 14 of its own retail shops, six Stephens Direct Vans and long-standing partnerships with convenience stores including Coop, Scotmid and McColl's.



Stephens opens the UK's first standalone drive thru bakery

To submit your company news to fbm, please email: [editor@fifebusinessmatters.co.uk](mailto:editor@fifebusinessmatters.co.uk)

**LEVITON OPENS NEW DATA CENTRE FACTORY**

**T**he network cabling and connectivity manufacturer, Leviton (formerly Brand-Rex) has expanded its custom-made fibre optic capability for data centres at its Glenrothes facility.

Its new Data Centre Factory, which is part of a significant investment, provides bespoke network infrastructure products, including pre-terminated cabling and cassette solutions with rapid delivery.

[www.leviton.com](http://www.leviton.com)



Eddie McGinley, Director of Fibre Product Management (responsible for the Data Centre Factory) and Gary Aitchison, Production Manager (Data Centre Factory)

**BUSINESS START-UP CLUB LAUNCHED**

**A** new innovative Start-Up Club designed to provide businesses in the early stages of growth with a facility to access additional support, business training and network has been launched at the Enterprise Hub Fife.

Led by Fife Council's Economic Development team, working alongside Business Gateway Fife and the Royal Bank of Scotland, the Enterprise Hub Start-Up Club will offer weekly surgeries to enable business owners access to free advice and support.

Business Gateway Fife will be running dedicated surgeries for young entrepreneurs as well as having a Start-Up Business Adviser located at the Hub, whilst The Royal Bank of Scotland will run weekly Business Surgeries with its dedicated Business Growth Enabler. In addition, monthly training schedules focusing on growth will take place.

[www.enterprisehubfife.co.uk/start-up-club](http://www.enterprisehubfife.co.uk/start-up-club)

**SCARAMANGA PROVIDES 'BEAR' NECESSITIES**

**T**he team at vintage specialist Scaramanga has been celebrating with marmalade sandwiches, after two of its antique brass padlocks proved to be a bear necessity for the Paddington 2 movie.

[www.scaramangashop.co.uk](http://www.scaramangashop.co.uk)



Scaramanga supplied antique brass padlocks for Paddington 2

**HIGH VALUE JOBS AT NEW ST ANDREWS TECHNOLOGY COMPANY**

**D**rochaid Research Services Ltd, a spin-out from St Andrews University, has taken on the employees from Sasol UK Ltd following the closure of its St Andrews laboratory.

The new company will have access to key research equipment to carry out contract research and development in the areas of catalysis, materials science and chemical technology.

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In this article, Jim Donnelly Branch Manager at Handelsbanken in Dunfermline looks ahead to what 2018 will bring for businesses.



**T**he past year was one of upheaval and uncertainty, with the triggering of Article 50, the election of Donald Trump, booming stock markets and much more. So what lies ahead for the remainder of 2018?

The good news is that the economic picture for the UK is beginning to look brighter according to new forecasts. The latest figures from the Office for National Statistics (ONS) show that UK growth was stronger than expected in the fourth quarter of 2017, registering at 0.5 per cent rather than the predicted 0.4 per cent. Then in February, a leading UK economic forecasting group, the E&Y Item Club, increased its forecast for UK growth in 2018 from 1.4 per cent to 1.7 per cent.

The encouraging statistics are being driven by falling inflation, which is easing pressures on consumers, and increased confidence among firms - despite on going uncertainty surrounding the outcome of EU BREXIT talks.

The improving economic picture has increased the likelihood that interest rates will rise this year - and sooner rather than later. The E&Y Item Club has predicted that the Bank of England will raise interest rates twice this year as a result of better than expected growth and falling inflation.

Meanwhile, UK productivity levels are finally showing some signs of growth, following long periods of stagnation

or worse. Since 2010 UK productivity levels have trailed the majority of G7 countries, with growth averaging the second slowest of the group of countries. But the latest figures from the ONS show productivity grew by 0.9 per cent in the third quarter of 2017, the biggest increase seen for more than six years.

The increase is good news for the UK economy, as it helps to push up wages and also to strengthen sterling, giving firms that buy goods or services overseas greater purchasing power.

Yet there are mixed views over whether UK productivity levels will continue to improve over the coming months. With UK unemployment at a 42-year low of 4.3 per cent, according to the latest ONS figures published in December 2017, some experts believe that companies will look to invest in new technology and machinery, in order to boost productivity.

Meanwhile others feel that uncertainty around BREXIT will restrain firms from investment and act as a downward brake on productivity.

One thing seems certain, for UK productivity levels to continue to improve there will need to be both public and private investment into areas such as housing, transport and infrastructure in the near future.



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Fife Chamber members share change management expertise with businesses across Fife.

## COLLABORATIVE APPROACH PAYS OFF FOR CHAMBER MEMBERS

Not surprisingly for an organisation whose primary purpose is to bring its members together to make potentially valuable new connections with each other, Fife Chamber also takes a collaborative approach to working with its members to deliver its events, as evidenced by its recent Fife Learn Change Management seminar at Starks Park.

Fife Learn is being rolled out by the Chamber to spread business knowledge and bring new ideas to the fore, and the Starks Park event took that to a

new level. Six different organisations were together on the stage sharing their change management expertise with an audience drawn from the private and voluntary sectors from all across Fife.

The combination of a case study presentation, practitioner panel and one to ones allowed the delegates to gain many valuable insights into managing change in their own organisation, including the importance of knowing why they were making the change and what they wanted to achieve at the end of it, and communicating the 'what and the why' to staff to get their buy in. All the panellists united in calling for senior management to lead the communications and to make sure their support was very visible throughout the project. Another valuable lesson was that big changes are easier to manage if you already have a focus on engaging with staff to deliver continuous improvement.

Fife Chamber's next Fife Learn programme will focus on Customer Service and will include a master class from the Site Leader at Amazon's Dunfermline Fulfilment Centre, who will explain how the company meets its ambition to be the 'Earth's most customer-centric company'.

Fife Learn Seminar focused on management change



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or call the team on  
**01592 647740**



## BREXIT ON THE AGENDA AT CHAMBER AGM

Director General of the British Chambers of Commerce, Dr Adam Marshall, is the keynote speaker at Fife Chamber's AGM lunch on 17th May 2018 at the Balbirnie House Hotel. The British Chambers of Commerce works on behalf of Fife and many other chambers of commerce across the UK to ensure that the British Government develops policies to support economic growth and international trade. Through regular meetings with senior Government and Shadow Cabinet Ministers, Adam and his team are playing a pivotal role in making sure that the BREXIT deal agreed with the EU does not undermine the long-term trade prospects for the country.

If you would like to attend the AGM lunch, contact Fife Chamber of Commerce on **01592 647 740**.

Dr Adam Marshall, Director General of the British Chambers of Commerce will be address Fife Chamber's AGM



FIFE CHAMBER WORKS TO CONTRIBUTE POSITIVELY TO THE FIFE ECONOMY BY REPRESENTING ITS MEMBERS' INTERESTS, ENGAGING WITH BUSINESSES OF ALL TYPES, IDENTIFYING AND DEBATING ISSUES AFFECTING THE FIFE ECONOMY AND LOBBYING LOCALLY AND NATIONALLY TO HELP RESOLVE BUSINESS CONCERNS.

For more information, call: **01592 647740** or visit: [www.fifechamber.co.uk](http://www.fifechamber.co.uk)

Start-up video production business sets its sights high.

## MAKING VIDEOS A BUSINESS REALITY

With the long-term vision of establishing a production studio in Fife, Gavin Hugh set up MidgieBite Media with the help of The Prince's Trust.

Gavin has experience of outside broadcast so setting up his own video production business was a natural step.

MidgieBite Media will undertake promotional videos for use online, but over time, Gavin intends to create clips for mainstream broadcast.

Gavin approached Business Gateway Fife and The Prince's Trust Enterprise Programme for advice and attended a number of start-up business workshops, which he found most helpful. Business planning sessions with his business adviser, Marissa Yassen led to Gavin applying for a loan to purchase new equipment.

Gavin Hugh of MidgieBite Media

Photo: Dave Clark Photography



Gavin Hugh said:

“I have been amazed by how much support is available for start-up businesses. I've made an application to The Prince's Trust for a low-interest loan to purchase new equipment; and I've received really sound advice from my adviser, Marissa, which will stand me in good stead.”

Gavin added:

“As business grows, I will scale up the business piece by piece, establishing a sustainable production studio and creating local jobs.”



Enterprise programme

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or email: [marissa.yassen@princes-trust.org.uk](mailto:marissa.yassen@princes-trust.org.uk)

# CELEBRATING THE BEST IN FIFE

The Fife Business Awards, hosted by Fife Chamber of Commerce, celebrated the best in Fife, recognising twelve outstanding businesses.



**T**welve very different Fife businesses have been recognised as winners of the 2018 Fife Business Awards.

Held for the first time at the Glen Pavilion in Dunfermline, Fife's business community turned out *en masse* to support the annual showcase of thriving business in Fife.

**James Donaldson & Sons Ltd** won the Outstanding Business Achievement Award, being recognised for its impressive turnover and profit growth record over the last five years, as well as its track record in developing its workforce and improving its environmental performance.

The Most Enterprising Start-Up Company Award went to **Beat Box Production**. Alan Mitchell, Chief Executive of Fife Chamber of Commerce, commented:

"Its passion, enthusiasm and commitment to creating music, which encourages and educates children was inspiring. Beat Box Productions is a worthy winner."

Also scooping honours were: **EPS Services & Tooling** (Best Performing Business - under 50 employees); **Fairmont St Andrews** (Best Performing Business - over 50 employees); **Kingdom Housing Association** (Developing the Young Workforce); **Bright Green Hydrogen** (Success through Sustainability); **MKM Building Supplies** (Excellence in Customer Service); **Fife Health and Social Care** (Success through Innovation); **Connoisseur Golf** (Excellence in Tourism); **Ivan Wood & Sons** (Excellence in Food and Drink).

**Velux Company** scooped the Excellence in People Development award for its long-term investment in staff strategy, whilst **Ingenico Northern Europe** impressed the judging panel with its strategy in switching from a hardware to software product focus to scoop the Success through UK and International Trade Award.

Fife Chamber of Commerce President, Peter Southcott, spoke to *fbm* ahead of the awards. He said:

“The Fife Business Awards is a major event in the Fife business calendar, and the Chamber always looks forward to joining its members, other businesses and their guests in celebrating the award winners and their tremendous achievements.

The difficulty that the judges experienced in selecting the finalists and then the winners, highlights the extraordinary quality of business talent in Fife. I would like to recognise the hard work and ambition of all the applicants and finalists.”

Peter concluded:

"The Fife Business Awards are made possible thanks to the gracious support provided by the Fife Economy Partnership and our other sponsors and partners and I would like to thank them all for their ongoing commitment."

The winners will get another chance to celebrate their success at the inaugural Champions Lunch in May.

Congratulations to all!

**Fife**  
Chamber of Commerce

Left: Fife Business Awards - the winners of the 2018 awards

## FIFE BUSINESS AWARDS 2018 WINNERS

- Most Enterprising Start-Up Company  
Winner: **Beat Box Productions**
- Best Performing Business (Under 50 employees)  
Winner: **EPS Services & Tooling**
- Best Performing Business (Over 50 employees)  
Winner: **Fairmont St Andrews**
- Excellence in People Development  
Winner: **Velux Company**
- Developing the Young Workforce  
Winner: **Kingdom Housing Association**
- Success through Sustainability  
Winner: **Bright Green Hydrogen**
- Success through UK and International Trade  
Winner: **Ingenico Northern Europe**
- Excellence in Customer Service  
Winner: **MKM Building Supplies**
- Success through Innovation  
Winner: **Fife Health and Social Care**
- Excellence in Tourism  
Winner: **Connoisseur Golf**
- Excellence in Food and Drink  
Winner: **Ivan Wood & Sons**
- Outstanding Business Achievement Award  
Winner: **James Donaldson & Sons Ltd**



Two Social Enterprises secure new business from attending trade shows.

## FIFE SOCIAL ENTERPRISES EXCEL AT TRADE SHOWS

Two Fife Social Enterprises - Freedom Unlimited and West Fife Enterprise - attended trade shows in November with assistance from Fife Council Economic Development's Trade Development Programme.

Established in 2014, Freedom Unlimited provides training and employment opportunities for people with criminal convictions. It took a stand at the Country Living Fayre in Glasgow, selling high end soft furnishings from its 'Crafted with Conviction Range' and its world famous Wellie Wheeler, an essential tool for taking off your boots.

Meanwhile West Fife Enterprises, a social enterprise that helps to overcome financial and social exclusion barriers in West and Central Fife, targeted the construction sector at Build-It 2017. It attended the trade show to promote its employees training and development programmes, especially the CSCS qualification.

Both social enterprises reported excellent results with sales and contracts being agreed at the shows. There were also follow-up enquiries, which were generated from the conversations and raised profiles that attending a trade show gives.

For information on how Fife Council can help an enterprise access new markets, or develop existing ones, to assist in making an enterprise more profitable and sustainable through the Trade Development Programme, please contact: [graeme.ferguson@fife.gov.uk](mailto:graeme.ferguson@fife.gov.uk).



## ENERGY STORAGE INNOVATION

Showcasing commercial opportunities for new products and services for the energy system market.

Green Business Fife's Innovation in Energy Storage and Systems event showcased innovative and commercial opportunities for the deployment of new products and services into the emerging energy system market.

The event, which heard from guest speakers - Scott Vallance, RES Group; Joan Pisank, Sunamp; Ewan Sneddon, Forster Group and Lorna Archer, Bright Green Hydrogen - provided key insights into the rapidly growing market for energy system products and services.

Speakers discussed how their innovative products are having a significant impact on the energy sector.

RES Group is working on an Energy Storage System using Lithium ion batteries; whilst Sunamp talked about its involvement in the UK's largest domestic energy storage product, which resulted in utility bill savings for tenants.

Delegates heard about the Forster Group's fully integrated 'Solar Roof' package, a project of eleven electricity-powered homes fitted with the Solar PV solution. Ten of those tenants reported not having to run their immersion unit from March to October, whilst others saw a 25 per cent saving on weekly electricity costs.

Finally, Lorna Archer updated the audience on the innovative Levenmouth Community Energy Project, which aims to demonstrate how green hydrogen can address energy challenges including storage, intermittence and reducing emissions for transport.



FOR BUSINESSES INTERESTED IN FINDING OUT MORE ABOUT IMPROVING ENERGY AND RESOURCE EFFICIENCY THROUGH GREEN BUSINESS FIFE AND IN PARTNERSHIP WITH THE GREEN NETWORK FOR BUSINESSES, PLEASE EMAIL: [info@greenbusinessfife.co.uk](mailto:info@greenbusinessfife.co.uk)

Green Business Fife's Innovation in Energy Storage and Systems event

The Supplier Development Programme (SDP) is a business support programme using training and information to improve the competitiveness of local businesses.

## SUPPORTING GROWTH THROUGH PROCUREMENT

Small and medium sized enterprises in Fife have been taking the opportunity to grow and diversify through procurement thanks to Fife Council Economic Development's Supplier Development Programme (SDP).

It's been a busy six months for Fife's SDP, with a host of events taking place. These events have assisted businesses to become tender ready for public procurement, whilst improving all-round efficiency, sustainability and market potential.

The Meet the Buyer event continues to prove a popular means of exploiting tendering opportunities, as well as networking with procurement experts from both private and public sectors. In November, Fife Council Economic Development's SDP Meet the Buyer event took place, attracting over 180 business leaders and exhibitors, and helping to secure a host of new opportunities for businesses and exhibitors.

Pamela Stevenson, Lead Officer for Enterprise and Business Development at Fife Council, said:

"As we continue to work with Fife Council Procurement colleagues to improve supply chain opportunities for Fife businesses, we're encouraged with the level of participation in our Supplier Development Programme over the last six months. A host of events have been well attended, with our Meet the Buyer event attracting a high volume of businesses keen to find out about contract opportunities across a range of sectors."

Meet the Buyer continues to prove a popular SDP event



THROUGH THE SUPPLIER DEVELOPMENT PROGRAMME, FIFE COUNCIL'S ECONOMIC DEVELOPMENT TEAM HELPS LOCAL BUSINESSES ACCESS WORK FROM THE PUBLIC SECTOR. SO, WHATEVER YOUR BUSINESS, PRODUCTS OR SERVICE, THERE COULD BE AN OPPORTUNITY FOR YOUR COMPANY TO BENEFIT BY JOINING THIS PROGRAMME.

For more information, please email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk).

## MANUFACTURING NEW BUSINESS



Reel Service exhibited at Southern Manufacturing with help from Fife Council's Trade Development Programme

## SOUTHERN 18 Manufacturing & Electronics

Fife Fabrications (FiFab), AGS Electronics and Reel Service returned recently from a successful trip to Southern Manufacturing, the UK's largest regional manufacturing technology, electronics and subcontracting exhibition.

The Fife-based businesses exhibited at the three-day show, as a means of generating new business, networking and meeting existing customers. Year on year, Southern Manufacturing has produced significant new sales for FiFab and AGS Electronics with over 60 enquiries from the exhibition over the last three years. This was the first UK exhibition Reel Service has exhibited at in over 15 years.

Alistar Williamson, Director of AGS Electronics, said: "Southern Manufacturing is an important exhibition for us. It offers the opportunity to meet existing customers, network and generate new business leads."

"Whilst it's too soon to talk about new contracts and possible opportunities from this year's show, we have a number of positive leads."

Reel Service highlighted the positives to come out of Southern Manufacturing. Andrew Currie, Project Manager of Reel Service said:

"Electronics is booming and we have seen an increase in our manufacturing by over 30 per cent. We're looking to develop and grow this and will pursue the leads generated from the show."

Fife Council Economic Development Team's Trade Development Programme (TDP) is a popular and effective way for Fife companies to showcase their goods and services at events and trade shows.

To find out more, email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk)

Revenue remains strong with tourism in Fife worth £565 million to the economy and supporting 11,500 jobs.

FIFE TOURISM PARTNERSHIP AIMS TO ATTRACT MORE VISITORS TO FIFE, TO INCREASE SPEND AND TO EXCEED VISITOR EXPECTATIONS BY WORKING CLOSELY WITH TOURISM BUSINESSES AND COMMUNITIES.

THE PARTNERSHIP CONSISTS OF 17 MEMBERS FROM THE PUBLIC AND PRIVATE SECTORS AND ITS EXECUTIVE BOARD IS SUPPORTED BY SIX LOCAL AREA TOURIST ASSOCIATIONS, WHICH WILL HELP TO DEVELOP LOCAL TOURISM INITIATIVES AND FEED INTO THE FIFE TOURISM STRATEGY.

Email:  
[info@fifetourismpartnership.org](mailto:info@fifetourismpartnership.org)  
or call: 03451 55 55 55  
(ext 445838) or visit:  
[www.fifetourismpartnership.org](http://www.fifetourismpartnership.org)



## TOURISM IN FIFE WORTH £565 MILLION

Tourism in Fife blossomed in 2017 as the region welcomed more than eight million visitors, with tourism revenues remaining strong. Fife has increased visitor spend at a higher percentage than the national average with tourism in the Kingdom worth £565 million per annum and supporting 11,500 jobs.

The region's annual tourism conference recently attracted industry experts from across the country including Justin Reid, Head of Marketing for Europe, the Middle East and Africa at TripAdvisor. He shared the latest statistics that more than five million people had searched for Fife on TripAdvisor in the last two years, with the USA, Germany, France and Canada among the top markets viewing Fife.

Last year also saw Fife enter the top five most 'Instagrammed' regions in the UK, with digital influencers travelling from across the globe to capture the Kingdom's stunning coastline, picturesque villages, historical gems alongside the county's other unique offerings, which are shared with thousands of international online and social media audiences.

Fife businesses play an important part too and it came as no surprise that Fife businesses shone at the Scottish Thistle Awards for tourism, with accolades for Crail Food Festival, Cruise Forth, The Boudingait in Cupar and The Wee Restaurant in North Queensferry. East Neuk Festival was also awarded the highly prestigious RPS (Royal Philharmonic Society) Music Award for Audiences and Engagement.

Commenting on upcoming plans for this year, Chair of Fife Tourism Partnership, Alistair Bruce said: "This is an exciting year for Fife, especially



Above: St Monans Harbour

celebrating the Year of Young People. We'll be developing augmented and virtual reality experiences around Fife's rich history and continuing to encourage businesses to get behind the World Host initiative."

Fife Tourism Partnership's Manager, Ann Camus said:

"This year we will be reviewing the Fife Tourism Strategy so that we can work with tourism businesses across the region to ensure we continue to provide visitors with excellent experiences that will ultimately ensure Fife continues to grow its tourism revenue and reputation as a great place to visit.

"Fife is continuing to buck the trend in the tourism industry, and the latest figures revealed at the recent conference demonstrate just how popular Fife is as a destination for national, international and local visitors."

Background image: Newark Castle



Garry Clark, the Federation of Small Businesses' new Development Manager for the East of Scotland, talks about the big challenges for small businesses.



Garry Clark, Development Manager - East of Scotland, Federation of Small Businesses



## FSB: CHALLENGES AND OPPORTUNITIES FOR SMALL BUSINESSES

Running a business means constantly having to grab opportunities and face up to challenges; and for businesses in Fife, there are many of these opportunities and challenges ahead. We are learning more about the city region deals in Edinburgh and the South East of Scotland and in Tayside, both of which have the potential to make Fife an even better place to do business. However, we also know that without the inclusion of long-awaited infrastructure necessities such as the Levenmouth rail reinstatement, it will prove difficult to demonstrate that the maximum number of Fife businesses can benefit from the huge investments of public money that are being made.

I began working for FSB at the beginning of this year, and one of my first tasks was to raise awareness of a new report from the Scottish Parliament that recognises the need for our city deals to be more transparent and for smaller businesses to have a bigger voice in determining city deal plans and spending priorities – something that we have consistently called for on behalf of our members across Fife.

I have also learned quickly what a talented membership we have in Fife, with businesses such as Dunfermline's eCom Scotland having been

nominated at this year's FSB Celebrating Small Business Awards, held in Edinburgh in January.

However, there are also big challenges ahead this year. The new General Data Protection Regulation (GDPR) comes into force on 25 May 2018, following a two-year preparation period. This is a quantum leap in data protection and businesses of all sizes need to know now what they must do to comply with the new rules. FSB has prepared detailed information for our members, so please do look at our website for assistance.

2018 is a year of big tax changes in Scotland, continuing uncertainty over the implications of BREXIT and further cuts in bank branches, with RBS set to close five branches in Fife alone. Whether it is on these issues, the availability of fast and reliable broadband and mobile data connections, or the future success of our towns and High Streets, FSB is at the forefront of campaigning in Fife, in Scotland and in the UK as a whole. I look forward to working with small businesses across Fife to help them make the most of new opportunities and to overcome any challenges along the way.

Garry Clark, Development Manager - East of Scotland, Federation of Small Businesses

### JOIN FSB TODAY

If you are self-employed or run a small business in Fife and would like to know more about the many benefits of FSB membership (such as legal and tax protection, pensions advice, telecoms and free business banking), visit:

[www.fsb.org.uk/join](http://www.fsb.org.uk/join) or call:  
0808 2020 888 or email:  
[garry.clark@fsb.org.uk](mailto:garry.clark@fsb.org.uk)



TO FIND OUT MORE ABOUT  
FEDERATION OF SMALL  
BUSINESSES



AS EXPERTS IN BUSINESS, FEDERATION OF SMALL BUSINESSES (FSB) OFFERS ITS MEMBERS A WIDE RANGE OF VITAL BUSINESS SERVICES INCLUDING ADVICE, FINANCIAL EXPERTISE, SUPPORT AND A POWERFUL VOICE IN GOVERNMENT. ITS MISSION IS TO HELP SMALLER BUSINESSES ACHIEVE THEIR AMBITIONS. ESTABLISHED OVER 40 YEARS AGO TO HELP ITS MEMBERS SUCCEED IN BUSINESS, FSB IS A NON-PROFIT MAKING AND NON-PARTY POLITICAL ORGANISATION THAT'S LED BY ITS MEMBERS, FOR ITS MEMBERS.

For more information visit: [www.fsb.org.uk](http://www.fsb.org.uk) or email: [garry.clark@fsb.org.uk](mailto:garry.clark@fsb.org.uk)

Success for Fife in quadcopter building programme, which encourages young people into careers in Science, Technology, Engineering & Mathematics.



Fire Flies from Inverkeithing High School finished second in Raytheon UK's Quadcopter Challenge

## FUTURE ENGINEERS FLY HIGH!

**W**orking in partnership with Fife Council Economic Development, Raytheon UK's Quadcopter Challenge flew into its second year bringing success for a Fife school at the UK finals.

The Quadcopter Challenge saw STEM Ambassadors from Raytheon UK bring their industry expertise to the classroom, to support young people in learning more about state-of-the-art technology. The teams have been studying about aerodynamics, autonomy, program management, microelectromechanical systems, control systems and battery technology.

Congratulations to Fire Flies from Inverkeithing High School who represented Fife at the UK final in Manchester and did fantastically well by finishing second out of five competing teams from across the UK.

Steven Heggie, Design Technology Department, Inverkeithing High School, said:

"Working with the STEM ambassadors has contextualised the learning for our young people. They are more aware of the skills required to work successfully in industry, and several have already asked if they can participate in next year's contest with improvements to their designs."

"The Quadcopter Challenge really does stand out against other school projects."

Developed originally by Raytheon and project managed as part of the Culture of Enterprise suite of programmes, the project also brings a practical element where pupils build their own quadcopters and learn to use state of the art technology to navigate them through an obstacle course. The programme aims to encourage them to pursue careers in STEM.

Sinead O'Donnell, STEM Ambassador at Raytheon UK, said:

"Creating a passion for STEM careers is a very important element of our strategic workforce planning to enable a talent pipeline for future generations with the right passion, enthusiasm and skill set to drive our UK technology agenda."

## INTRODUCING MARTY

**M**arty the robot dropped by Dalgety Bay Primary School Coding Club recently to bring coding to life for the young people.

Gifted to the school by Fife consulting company Augmentum360 and developed by Robotical, Marty supports young people to learn about programming, electronics and mechanical engineering whilst being fun, challenging and engaging.

More details to follow soon.

## ENTERPRISE GAME GOES LIVE

**T**he digital version of Fife Council Economic Development's highly successful Enterprise Game is now live and is being rolled out across schools in Fife.

Primary and secondary pupils across the region are brushing up on their enterprise skills as they explore the world of business. The app simulates real life business scenarios and challenges young people to navigate their way through these challenges to create a successful business.

Pamela Stevenson, Lead Officer for Enterprise and Business Development at Fife Council, said:

"Supporting the Year of Young People, the Enterprise Game is a valuable tool for Fife's school children to develop their enterprise skills and seek insight into the world of business."

"This new app challenges the young people to use their newly acquired knowledge to run their own business

and learn about important topics including risk management, cash flow as well as identify opportunities to create a successful business."

Below: The Enterprise Game was piloted by children at East Wemyss Primary School



culture of **enterprise**  
making Fife more enterprising

TO FIND OUT MORE ABOUT FIFE COUNCIL ECONOMIC DEVELOPMENT'S CULTURE OF ENTERPRISE FRAMEWORK



THE CULTURE OF ENTERPRISE FRAMEWORK IS A FIFE COUNCIL ECONOMIC DEVELOPMENT PROGRAMME THAT PROMOTES AND ENCOURAGES ENTERPRISE, EMPLOYABILITY AND SKILLS DEVELOPMENT TO SUPPORT THE YOUNG PEOPLE OF FIFE TO FIND, CREATE AND DEVELOP A FULFILLING CAREER AND A VIBRANT ENTERPRISE CULTURE IN FIFE.

For more information or to support this programme, please contact Sandra Robb, Culture of Enterprise Co-ordinator by email: [sandra.robb@fife.gov.uk](mailto:sandra.robb@fife.gov.uk) or call: 03451 555555 (ext 447130)

# DYW

## FIFE

### Developing the Young Workforce

# THEIR FUTURE IS YOUR BUSINESS

Developing the Young Workforce (DYW) is the Scottish Government's national strategy for enhancing links between businesses and education.

Here in Fife we are linking employers with schools and colleges to open up the world of work to young people, to stimulate and grow our future talent.

## SUPPORTING YOUNG PEOPLE

It is more important than ever for young Fifers to start thinking about their future career at an early age and to access the skills, knowledge, experience needed to be work-ready.

Supporting all young people into positive destinations and getting more young Fifers into work is a top priority for Fife Council. The Council is working closely with Fife College and the business community making sure pupils are well-prepared to meet the current and future needs of local, national and international employers.

Over 3,000 Fife businesses are already helping people become career-ready through Opportunities Fife and wider employability initiatives. Getting involved through DYW gives businesses further opportunities to link with schools and engage, inform and inspire young Fifers.

## HOW TO GET INVOLVED

- Speak to a school / college about your career, business or industry
- Host an on-site workplace visit for teachers and/or pupils
- Engage in Primary and Secondary Enterprise Programmes
- Attend a careers event or help deliver an interview skills session
- Become a STEAM (Science, Technology, Engineering, Arts & Maths) Ambassador
- Raise awareness of job vacancies
- Offer a work placement
- Deliver masterclasses or mentoring
- Take on a school-leaver intern or Modern Apprentice
- Engage business in education programmes, design & delivery
- Partner with schools and colleges on the Foundation Apprenticeship programme

## GETTING IN CONTACT

DYW/Employability Coordinator – Ray Fernie ([ray.fernie@fife.gov.uk](mailto:ray.fernie@fife.gov.uk))

[DYW.Fife@fife.gov.uk](mailto:DYW.Fife@fife.gov.uk)

CASE STUDY

edf ENERGY



Thomas first discovered he wanted to become an engineer when he went through the Schools Employability Program at Lochgelly High School.

This is what Thomas had to say about his experience:

"My first work experience was with Shell at the Fife NGL plant where I was placed in the mechanical maintenance department. I thoroughly enjoyed working in this field and felt that I had found something that I really liked to do.

"From this experience I then took up the opportunity to start a Foundation Apprenticeship in Mechanical Engineering, which gave me the skills I needed to kick start my career. It was great that I gained the qualifications that would usually be gained in the first year of an apprenticeship whilst I was still at school. The time I spent at college was probably the best learning environment I had ever experienced, as the tutors took the time to take me through everything at a pace that was suited to my personal learning.

"Throughout my school journey I was always told to take every opportunity that came my way and because of this I now work for EDF Energy as an apprentice maintenance engineer."

In this article we meet Multiprint's Managing Director, Jay Todd, to find out more about his recent investments and what makes the business such a success.



## A DAY IN THE LIFE OF...JAY TODD

MANAGING DIRECTOR, MULTIPRINT (SCOTLAND) LTD



Jay Todd, Managing Director  
Multiprint (Scotland) Ltd

Established in 1972, Multiprint is one of Scotland's leading print houses. Managing Director Jay Todd, joined the family run business after a short time working in the retail sector.

Jay fulfills a range of business duties from estimating for jobs; meeting with clients; ordering materials and liaising with suppliers. He's often out on deliveries and has even been spotted sweeping up!

Jay Todd, Managing Director of Multiprint, said:

"I'm usually at my desk for 8am, ready for opening at 8.30am. That gives me time to check my emails, set-up new job cards and get ready for our daily production meeting. Communication is imperative. Each morning, we discuss what's going to print; what is in finishing and what's ready for distribution."

Multiprint has invested significantly in new technology with a little help from Business Gateway Fife. It has upgraded its digital press; purchased a new state-of-the-art guillotine; and has invested in a system which enables artwork to pass directly from computer to printing plate.

Jay added:

"I keep abreast of changes in technology and it became clear that there were better ways for us to be working. Not only does this new technology save us time, but it is more cost-effective, greener and produces a better quality product for our clients."

Jay works alongside ten other members of staff, one of whom is a Modern Apprentice.

Jay added:

"As a local business we are keen to recruit from our local area, and help young people get ready for work. We have two members of staff selected from local schools; our finishing supervisor is a former trainee, who has been with us for eleven years, and our current Modern Apprentice is a very valuable member of our team. His well-rounded training will make him an asset."

During the interview, it became evident that Multiprint is a happy, friendly and approachable business. It doesn't chase quick sales; it would much rather secure long-term relationships with customers. It continues to work for its very first client and also prints Fife Business Matters, a project Jay describes as a 'feather in our cap'.

Jay concluded:

"I love my job. Quoting for work, winning tenders and going through the production process is very satisfying. Seeing clients faces in response to the finished job and receiving their feedback makes all our hardwork worthwhile."

Multiprint's doors are always open, or visit online at: [www.multiprint.tv](http://www.multiprint.tv).



# BRINGING YOUR IDEAS TO LIFE

At **MULTIPRINT** we are proud of our reputation for service, quality and integrity in the provision of comprehensive commercial print services.

Whatever our customers' print requirements, large or small, we are committed to developing long-term relationships with them by working in partnership and offering help and advice.

We care about the environment too and are committed to producing sustainable print. Recent investment in equipment will further improve the efficiency and quality of our final products.

We specialise in all forms of print from short run digital to litho – from the simple business card to the full colour company brochure.

So whether you are a local business or based further afield we welcome your enquiries.



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## ① WORLD

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## Introduction to Tendering

### 16 May

10am – 1pm, Carnegie Conference Centre, Dunfermline

Introduction to Tendering takes business leaders through the tender process from start to finish. From finding contracts, responding to opportunities, the selection stage, award criteria and debriefing, this comprehensive beginner-level course outlines everything needed to start bidding for public contracts.

[www.sdpscotland.co.uk/events](http://www.sdpscotland.co.uk/events)



## Get Real Results From Your Website

1 May  
9.30am – 12.30pm  
Saltire House, Glenrothes

This workshop explains what makes a good website; enables constructive criticism of your current website; helps set measurable and achievable goals for your site; and assists in preparing a detailed plan for a new or revised website.

By the end of the workshop you will have the knowledge necessary to improve your website and increase visitor numbers.

[www.businessgatewayfife.com](http://www.businessgatewayfife.com)



## All-Energy

2 – 3 May  
Venue: SEC, Glasgow

All-Energy is the UK's leading renewable energy and low carbon innovation event, showcasing the latest technologies and services for the energy supply chain and both private and public sector energy end users. All-Energy generates invaluable connections between the buyers and sellers of low carbon solutions across the UK marketplace.

[www.all-energy.co.uk](http://www.all-energy.co.uk)

# BUSINESS GATEWAY FIFE EVENTS



## FINANCE

### Bookkeeping

8 May 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes



## ONLINE MARKETING

### Social Media – Advanced Marketing

24 April 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### Social Media Strategy & Analytics

25 April 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Advertising with Social Media

8 May 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Trading Online

10 May 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Improve your Search Engine Ranking

15 May 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### WordPress – Next Steps

23 May 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Social Media – Basic

4 June 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Plan the Perfect Webinar

5 June 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Online Affiliate Marketing

12 June 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes



## SALES & MARKETING

### Marketing your Business

7 May 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Advertising & Promotion

14 May 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### Mastering Selling Skills

21 May 9.30am – 12.30pm  
Venue: Dunfermline Business Centre

### PR on a Shoestring

31 May 9.30am – 12.30pm  
Venue: Dunfermline Business Centre



## SPECIALIST EVENTS

### Leadership for Growth – Fife Leadership Masterclass

18 April 10am – 2pm  
Venue: Enterprise Hub Fife, Glenrothes

### Intellectual Property – The Essentials for Business Success

3 May 9.30am – 12.30pm  
Venue: Saltire House, Glenrothes

### Leadership for Growth – Encouraging and Managing Innovation

23 May 10am – 2pm  
Venue: Enterprise Hub Fife, Glenrothes

These listed Business Gateway Fife events are **free** to attend.

To book a place, please call: **01592 858333**; email: [success@bgfife.co.uk](mailto:success@bgfife.co.uk); or visit: [www.businessgatewayfife.com](http://www.businessgatewayfife.com)

## FIFE CHAMBER OF COMMERCE EVENTS

### Fife Social

18 April 4.30pm – 7pm  
Venue: Kirkcaldy Golf Club, Kirkcaldy

### Annual Golf Day

22 June 4.30pm – 7pm  
The Duke's at St Andrews

For further information about Fife Chamber events, email: [kellygillies@fifechamber.co.uk](mailto:kellygillies@fifechamber.co.uk)

## FIFE COUNCIL ECONOMIC DEVELOPMENT EVENTS SDP EVENTS

### Introduction To Working With The Public Sector

11 April 10am – 1pm  
Venue: Flexspace Kirkcaldy, John John Smith Business Park

[www.sdpscotland.co.uk/events](http://www.sdpscotland.co.uk/events)

### Using PCS and other portals

20 June 10am – 1pm  
Venue: Saltire House, Glenrothes  
[www.sdpscotland.co.uk/events](http://www.sdpscotland.co.uk/events)

For further information about Fife Council Economic Development events, email: [dorothy.smith@fife.gov.uk](mailto:dorothy.smith@fife.gov.uk)

## Trade Shows and Exhibitions

### Farm Shop & Deli Show

16 – 18 April  
Venue: NEC, Birmingham  
[www.farmshopanddelishow.co.uk](http://www.farmshopanddelishow.co.uk)

### Food and Drink Expo

16 – 18 April  
Venue: NEC, Birmingham  
[www.foodanddrinkexpo.co.uk](http://www.foodanddrinkexpo.co.uk)

### Scottish Renewables – Low-Carbon Heat Conference

24 April  
Venue: The Studio, Glasgow  
[www.scottishrenewables.com](http://www.scottishrenewables.com)

### Multimodal

1 – 3 May  
Venue: NEC, Birmingham  
[www.multimodal.org.uk](http://www.multimodal.org.uk)

### National Manufacturing & Supply Chain

26 June  
Venue: Ricoh Arena, Coventry  
[www.manufacturingevent.co.uk](http://www.manufacturingevent.co.uk)

### High Tech Manufacturing and Precision Engineering

26 June  
Venue: Ricoh Arena, Coventry  
[www.manufacturingevent.co.uk](http://www.manufacturingevent.co.uk)