

AUTUMN 2019 | ISSUE 48

fbm

FIFE BUSINESS MATTERS

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GROWERS GARDEN SOWS SEEDS FOR GROWTH



FIFE BUSINESS WEEK
10 years of inspiring
events

FOOD & DRINK FEATURE
First taste of news
from sector

fbm MEETS...
John Young,
John Young Group

NEW FINTECH CONSORTIUM
To encourage new careers
in sector

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Cover: Picture courtesy of Growers Garden



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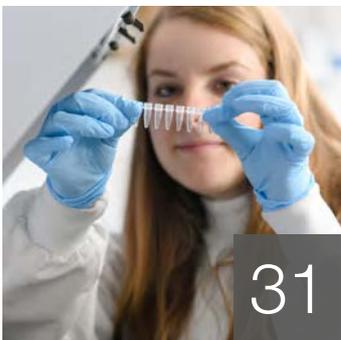
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WELCOME TO THE AUTUMN ISSUE OF FIFE BUSINESS MATTERS (fbm)

Welcome to the latest issue of Fife Business Matters. As Autumn is upon us, it means only one thing - Fife Business Week is imminent. This year, we are celebrating ten years of delivering this engaging and inspiring programme of events to businesses across Fife.

Fife Business Week 2019 will take place from 4th to 8th November and features a range of events aimed at achieving a stronger, sustainable and more resilient economic growth for Fife. There will be a plethora of events hosted by local businesses, focusing on specific topics that may be affecting Fife entrepreneurs, business start-ups and employers alike, including funding growth, getting the best out of a business management system and designing and implementing strategies to attract and recruit new staff.

I would encourage all Fife businesses to engage with this important week of events, and to those businesses hosting events and sharing best practice, their experiences and knowledge, thank you for making Fife the best place to do business.

Speaking of which, Fife Council Economic Development, via Business Gateway Fife, has had an inspiring year in terms of supporting local businesses through a range of support mechanisms including one-to-one advice, funding, workshops and referrals. Fife really does mean business.

During the year 2018/19, Business Gateway Fife supported the start-up of 552 new businesses, which created 720 new jobs with an estimated £18 million turnover. Its Digital Boost programme gave funding to 61 businesses, whilst 602 businesses received general assistance, and 204 businesses received employability advice, whilst Fife Council's Supplier Development Programme helped 193 local businesses to improve their tendering skills. Attending trade shows also played an important role in assisting local businesses – 27 trade shows were attended, during which contacts, new businesses and sales were generated – whilst Business Gateway Events were well received with over 1490 delegates attending over 205 events during the year.

Many of these programmes, initiatives and events are showcased within this issue of Fife Business Matters highlighting how, with a little help advice and encouragement, great things can be achieved! I look forward to welcoming you to a Fife Business Week event.

Enjoy this issue of Fife Business Matters.

Michael Longstaffe
Chair, Fife Economy Partnership
#fifemeansbusiness





Ross Oliphant of EQ Accountants pictured with James Penman

JAMES PENMAN BENEFITS FROM AIA INCREASE

Kirkcaldy's James Penman (Plant Hire) Limited has been making the most out of a temporary increase in the Annual Investment Allowance (AIA) limit to invest in equipment and further capacity.

The family-owned company, which specialises in the provision of plant hire and drainage services to both the public and private sector across Scotland, learnt of the AIA increase from EQ Accountants.

Ross Oliphant, Partner at EQ, commented:

"We encouraged the Penman family to make use of the temporary increase. It was critical we get the timing of the expenditure right so they could invest in new equipment to increase capacity and efficiency."

James Penman said:

"Our business revolves around high tech machinery, and we regularly invest in our equipment in order to maintain our standards and further capacity. When EQ advised us about the temporary increase of the AIA limit, we knew we had to capitalise on it. As such, we have been able to invest £500,000 in our new plant fleet, which has already made a significant difference."

For more information on the AIA increase, call Ross Oliphant at EQ Accountants on: 01592 630055 or email: ross.oliphant@eqaccountants.co.uk.

www.penmanplant.co.uk

INTERFACE SUPPORTS HEALTHCARE INNOVATION



McCormack Innovation has been utilising the expertise of Interface, which connects businesses to academics, to test the biomaterials for use in its soluble wound dressing.

Having been referred to Interface by Business Gateway Fife, McCormack Innovation's soluble wound dressings, which can be used for burns units and patients with other ultrasensitive skin conditions, was matched with Professor Robert Keatch and Dr Jan Vorstius at the University of Dundee for dermatological testing and development.

The report concluded that "all materials under test performed well, keeping their integrity and structure until

exposed to water" and that this method "would certainly reduce trauma inflicted during bandage removal."

The technical results should help inform the further optimisation of the material for use in a number of medical applications, and when ready for production, these innovative products will transform the market and bring about significant clinical improvements and patient relief at the point of care.

This research project was funded by The Scottish Funding Council Innovation Voucher, brokered by Interface.

www.interface-online.org.uk



Elaine Cromwell, Thomson Cooper

THOMSON COOPER MERGES WITH SPECIALIST PAYROLL BUREAU

Thomson Cooper Accountants has merged with The Computer Bureau (Fife) Limited, a payroll bureau based in Glenrothes. The move was part of a planned expansion of its successful Business Support Services department, which provides payroll, bookkeeping and VAT services to SMEs across Scotland.

The Computer Bureau continues to operate from its Glenrothes office with the existing staff.

Thomson Cooper Partner Elaine Cromwell, who heads up the Business Support department, commented:

"More businesses are seeing the benefits of outsourcing certain business functions to specialist suppliers, especially payroll. With ever increasing legislation and regulation, clients know their payroll will be compliant. Outsourcing eliminates the need for an internal payroll function in many businesses, with no need to worry about holiday or sickness cover. The investment in our team and their ability to deliver a high-quality service has led to substantial growth in our department. The merger strengthens our offering with combined experience and increased capacity."

This expansion follows another successful year for the firm, which celebrates 70 years of supporting businesses in Fife.

www.thomsoncooper.com

"The investment in our team and their ability to deliver a high-quality service has led to substantial growth in our department."

THE DYNAMICS BEHIND EVERY RELATIONSHIP

Dynamic EMS, a UK leading Electronic Manufacturing Service Provider (EMS), believes doing business with like-minded businesses is the key to a sustainable future and a competitive advantage.

It has created a Business Eco System, where Dynamic EMS is facilitating collaboration between businesses. This supply web brings together a wide range of business and government bodies, with the objective of developing mutually beneficial working relationships.

The Dynamic EMS Business Eco System was the brainchild of Managing Director, John Dignan, who acquired the business in 2014. He said:

"My ambition was always to create and build a Business Eco System that would result in long-term, sustainable, mutually beneficial business relationships, supporting our business growth in a strategic yet organic way."

The result of this is that Dynamic EMS is working with a select number of companies with leading edge technologies in emerging, high growth markets, including sensor developer, Beringar. By collaborating with Dynamic EMS, Beringar has been able to map out its supply chain and production lifecycle, from design to component sourcing, to development, design for manufacture (DFM) to delivery.

www.dynamic-ems.com

DYNAMIC EMS



Dynamic EMS collaborated with Beringar



CREO Engineering was established in April 2019

CREO ENGINEERING GETS BLS SUPPORT

Glenrothes-based mechanical engineering business, CREO Engineering has set up in business with funding support from Business Loans Scotland (BLS), a consortium of Scotland's Local Authorities, set up to manage loan funds from £25,000 to £100,000 for new and growing Scottish SMEs.

CREO Engineering offers design, manufacturing, repair and overhaul service for pumps and mechanical equipment. Established in April, the contracts are coming in, and thanks to a loan from BLS, the business has the financial security to research and develop the manufacturing of its own products, as well as grow the business into new sectors, including renewables, oil and gas and food and drink.

Business Gateway Fife supported CREO Engineering's application to BLS, as well as securing Digital Boost funding for the website.

Iain Bickett, Director of CREO Engineering, said:

"The help and assistance from our Business Gateway Fife adviser and Business Loans Scotland has been instrumental in giving us financial backing to start our business. The ongoing assistance will also help the development of the business, target new markets and towards the design and manufacture of our own products."

www.creo-eng.com

www.bls.scot

POWERPHOTONIC MAJOR EXPANSION

PowerPhotonic, a world-leader in the design and manufacture of micro-optics for the laser industry, has expanded to capitalise on global growth opportunities. Its larger, 15,820 square foot facility at St David's Business Park, Dalgety Bay, is enabling a trebling of its manufacturing capability, and will result in the recruitment of 16 new permanent highly-skilled jobs over three years.

To facilitate the move, PowerPhotonic secured around £1 million of financing through the combination of a Clydesdale Bank finance package and a Regional Selective Assistance grant from Scottish Enterprise. This enabled the creation of a new operating facility, including a class 1000 clean room, which facilitates the expansion in production capacity and the ability to capitalise on growing market demands.

Roy McBride, Managing Director at PowerPhotonic, said:

"This move represents a major expansion to our business and significantly grows our production capacity. We also took the opportunity of the move and the set-up of our new production facility to work in partnership with the Scottish Manufacturing Advisory Service (SMAS) to review and improve



Roy McBride (MD, PowerPhotonic), Christopher Kennedy (Clydesdale Bank) and Richard Clarke (FD, PowerPhotonic)

manufacturing processes. We have engaged with the advisory service on the design and layout of the new clean room facility, whilst working with the manufacturing team on continuous improvement to generate production efficiencies."

www.powerphotonic.com



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www.bls.scot
info@bls.scot





Lundin Distilling (left) and seven other Fife-based businesses exhibited at The Royal Highland Show 2019

BITE-SIZED NEWS FROM FIFE'S FOOD AND DRINK SECTOR

Fife's Food and Drink businesses have been busy over the summer months, raising profiles, securing new contracts and expanding to new premises. Here, we take a bite-sized look at news from the sector.

Eight Fife businesses successfully exhibited at The Royal Highland Show showcasing a wide selection of food and drink to thousands of visitors. This is the first time the region has been represented at such a high-profile event in this way, hosting a Fife Stand (supported by Fife Council's Trade Development Programme in partnership with the Food from Fife Network). St Andrews Brewing Company, Kingsbarns Distillery, Heavenly Goodies, Lindores Abbey Distillery, Lundin Distilling, Rumburra Scotland, Tayport Distillery and Pilgrim's Gin all exhibited generating over £20,000 of sales during the four-day event – a staggering amount!

Iain Brown of Lundin Distilling said:

"Exhibiting at high profile shows like The Royal Highland Show is a significant investment for businesses like Lundin Distilling, so this grant really helped us to get the word out there, put our products in front of a new audience, make new connections and grow our business."

Garry Wilson of Rumburra added:

"Exhibiting at The Royal Highland Show was an excellent platform to reach new clients and to capitalise on our social media marketing strategy and to develop the brand to a new audience. Our products proved so popular we sold out on the Saturday!

"It would have been impossible to exhibit without Fife Council's Trade Development Programme help, but in addition to the financial contribution to exhibit, the assistance, advice,

moral and professional support, made the whole experience seamless. Our first major experience was a phenomenal one!"

Further afield, the award-winning St Andrews Farmhouse Cheese visited Boston, USA recently to support a new customer with a special event including in-store tastings and a cheese and whisky evening (in conjunction with Aberlour Whisky). There's a growth opportunity there for St Andrews Farmhouse Cheese to export more of its products to the USA and Canada – it's currently working with The Scottish Dairy Growth Board to facilitate more orders to other parts of America.



House of Balmoral's new range of tonic waters



Coul Brewing Company

St Andrews Brewing Company, which brewed its first beer in St Andrews in 2012, is toasting its success having secured a massive, six-figure supply contract with Sainsbury's. Its lager, IPA and pale ale have been donning the shelves of Sainsbury's Scottish stores since June, enabling it to reach more customers. Its success has been noted, having been shortlisted for Growth Business of the Year at the Scottish Beer Awards 2019.

Family-run craft microbrewery, Coul Brewing Company is also contesting the same category, whilst being a finalist in the Kingdom FM Local Hero Awards for Best Business Start-up. Its 80's Revival beer has also been shortlisted for the Best British Style Ale award. Robyn Duncan-Dean of Coul Brewing Company, said:

"To be shortlisted for three awards, given that our beers have only been around for 10 months, is overwhelming. It recognises how far we've come in such a short time."

Congratulations to House of Balmoral, which launched four low-calorie tonic waters (Premium, Premium Light, Premium Light Mixed Berry and Premium Light Pink Grapefruit), in the summer. After two years of hard work getting its product and packaging right – it comes in a 250mls slimline recyclable cans – Tav MacDougall is taking the alternative mixer to market. He commented:

"Having launched in June, I'm now setting up distribution channels. I have secured outlets in Kirkcaldy and I am keen to reach cocktail bars in cities across the UK, as well as supermarkets. There's a long road ahead and I'm looking forward to the challenge!"

House of Balmoral has received business support from Business Gateway Fife. As well as a grant, it was supported through the Expert Help Programme and is in the process of seeking Digital Boost help, as it aims to target online distribution.



- www.standrewsbrewingcompany.com
- www.kingsbarnsdistillery.com
- www.heavenlygoodies.co.uk
- www.lindoresabbeydistillery.com
- www.lundindistilling.com
- www.rumburra.com
- www.tayportdistillery.com
- www.pilgrimsgin.com
- www.standrewscheese.co.uk
- www.coulbrewing.co.uk
- www.houseofbalmoral.com

COLLABORATION BRINGS NEW HEALTHY SNACK RANGE

Growers Garden has launched a new range of crisp products, believed to be the world's first to be made with fresh broccoli.

Growers Garden, a farming sustainability project initiated by East of Scotland Growers, has launched a new range of healthy crisps, containing between 27-29 per cent of fresh broccoli.

The innovation came about through the East of Scotland Growers, a farming co-operative consisting of 16 vegetable farmers. They were keen to explore new markets to increase sales, as well as seeking new markets to make farming sustainable for the future generations by targeting sales for all of its crop, including 'wonky veg'.

Alan Wallace, Commercial Manager for Growers Garden, said:

"Our growers are very innovative and love to investigate new ways to improve their farming performance and capabilities, whilst also exploring new markets to increase sales.

"Developing and launching our crisps has not been easy – it has involved considerable research and product development and we even struggled to find a manufacturer. But we've risen to the challenges, and even some of them have opened new market opportunities. We're now exploring supplying extruded snacks to other crisp manufacturers for them to sell under their own brand."

Growers Garden launched in September 2018 and has already secured listings with ten wholesalers and stocks approximately 250 outlets across the UK, including Selfridges. It is also working on product development to improve its product range - its aiming to increase the fresh broccoli content, reduce the salt content in some of its flavours, as well as develop a range of shapes making the snacks more appealing to young children.

www.growers-garden.com



SEPHRA SECURES SIGNIFICANT CONTRACT AND INNOVATES FROM NEW HOME IN KIRKCALDY



Sephra's new premises feature a training and test kitchen

Having outgrown its previous facility, Sephra has moved to new premises on Denburn Road, Kirkcaldy, as it focuses on continued growth.

Sephra, a pioneer in the chocolate fountain and 'fun foods' industry, has expanded into new premises, whilst also securing a new, sizeable contract to supply a large UK dessert café franchise with a range of its chocolate and consumable products.

More office and warehouse space was needed, with storage now exceeding 600 pallets of inventory, enabling the business to carry more stock and expand its offering. In turn, this allows it to better serve its customers and attract new customers with additional product lines available.

Showrooms, engineering workshops, meeting areas and a training and test kitchen have also been created.

Since the move in March, Sephra has put its new training and test kitchen to good use, having developed a new range of dessert topping sauces, whilst its customer training has led to new business opportunities.

Sephra's Managing Director, David Archer, commented:

"The business has continued to grow and we aim to surpass the £5 million turnover level this year. Our growth continues to be in both export and UK sales, including the growth of our popcorn business, with ASDA, which stocks our popcorn tubs in over 470 stores throughout the UK."

Sephra's move and new contract win, has supported the employment of two new members of staff.

www.sephra.co.uk

THE SCOOP

Owen Hazel, the Co-owner of Jannettas Gelateria was recently honoured with a Judges' Choice: Brand Ambassador award at The Menu Food and Drink Awards 2019, recognising the contribution the fourth generation St Andrews institution has made to Fife's burgeoning food and drink sector and the local community.

Fife Business Matters was keen to get the 'scoop' about Owen's approach to business:

1. What is the secret to Jannettas success?

Passion. Passion for making ice cream using the finest ingredients, local wherever possible, and whilst ensuring the highest customer service delivery.

2. What's driven growth?

A great deal of hard work and dedication by a team that's motivated to produce and deliver the finest in food, drink and service as well as always considering new and innovative ways to attract customers, increasing footfall.

3. What keeps you motivated?

The need to deliver customer satisfaction and to ensure Jannettas is there for the fifth generation and another 112 years.



Owen Hazel of Jannettas

4. What is your greatest achievement in business?

That's a difficult one! I think my greatest achievement, or should I say our, including my wife in this, is our dedication to sustain a 112 year-old business whilst keeping it fresh and interesting, for example our 2015 refurbishment.

5. What does the future hold for Jannettas?

Lots I am glad to say. We have so much on the horizon - it's an exciting time. Keep an eye on our Facebook page for updates!

www.jannettas.co.uk



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A day in the life of...

HAZEL LAIRD

Assistant Harvest Manager, Kettle Produce

Fife-based vegetable producer and processor, Kettle Produce Ltd was founded back in 1976 by two Scottish farming families, and today produces, prepares and packages over 100,000 tonnes of roots, brassicas, salads and prepared vegetables from its two sites in Freuchie and Balmalcolm. The business distributes throughout the UK, and has several strategic supply partnerships with major growers in England, France, Spain and Portugal. All of this combines to generate sales for Kettle Produce in excess of £138 million (last financial year).

In this article, we meet Hazel Laird, an Assistant Harvest Manager in the Field Department. Hazel was Kettle's first graduate from its two year management development programme, which involved Hazel spending six month placements in key departments within the business.

Fife Business Matters put some questions to Hazel, keen to find out what it's like working in the harvesting team at such a large Fife business.

What does a typical work day involve?

Each day, I work with at least two different types of crops, whether it be swede, iceberg and romaine lettuces, or brussels sprouts. Walking and sampling crops takes up a lot of my time; I also make and receive quite a few phone calls in a day, co-ordinating harvesting; and helping the agronomy team whilst out and about.

What are your current work priorities?

Having recently taken on my new role, I feel it is important to make a good start with the new season swede harvest, to utilise crops and achieve the best outcomes for growers, whilst making a good impression on colleagues.

What challenges do you have currently?

The weather is being particularly disruptive at the moment - the heavy rain showers make the soil hard to work with for harvesting, whilst the hot and humid temperatures are causing crops to grow quicker than they can cope with. This leads to a challenge maintaining quality variations in predicted harvest dates and yields.

Why do you do what you do?

I love working outside, even in the rain!

What unusual quirks do you have to ensure you're productive?

I never drink coffee, and like to get up early, spend time with my horses to relax and fully awaken, before starting a day of work.

What tools are useful to you whilst at work?

My phone - I wouldn't be able to do my job without it! I also need my van for getting from field to field and my salad knife for sampling lettuce.

If you could swap jobs with anyone for the day, who would it be?

My dad, so I could see if he really does more work on the farm in a day than I do at Kettle!

www.kettle.co.uk



Hazel Laird



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New business collaboration forms at Enterprise Hub

A new collaboration between two Enterprise Hub-based businesses, has been formed, combining over 30 years of experience, aimed at changing how events are experienced.



Pierre Kruff and Steve Brown of Exsenses
(CREDIT: Kris Miller / DCT Media)

A new collaboration between Rock Ya Events Group and Digita Comms has been formed, to bring together their wealth of experience to offer branded events with a difference.

Exsenses was formed in February 2019 and incorporated in July 2019, between business founders Pierre Kruff (Rock Ya Events Group) and Steve Brown (Digita Comms), both of whom moved their businesses to the Enterprise Hub in Glenrothes, earlier this year. Having met there, and worked closely together, they soon realised that their like-minded creativity and entrepreneurial skill posed a new business opportunity.

Pierre Kruff said:

“We believe that the fast-growing and innovative world of technology and creativity can change how events are experienced. By working as a team, Steve and I can deliver two specialities simultaneously, enabling the exploration of ideas at an early stage to create innovative concepts that work seamlessly together for events.

“Our creative process also involves bringing together the use of the five senses – see, hear, smell, taste and feel – to forge new brand impressions by creating memorable experiences for clients.”

Steve Brown added:

“Through collaboration, we’ve got a unique business offering for clients in the events sector. We’re excited about exploring business opportunities and securing clients in the food and drink, corporate events and tourism markets.”

Pamela Stevenson, Fife Council Economic Development, said:

“This encapsulates everything the Enterprise Hub Fife was designed to achieve, and we are delighted to have provided the foundation and mechanism where this collaboration has been made possible. We look forward to supporting Exsenses as it starts to grow.”

www.exsenses.co.uk



Scottish EDGE Boost for Fife Business

Bplasticfree wins Wild Card EDGE funding.



Bplasticfree's Waxyz products

Anstruther-based Bplasticfree, which has developed a unique, reusable and biodegradable alternative to cling film, has been awarded Scottish EDGE funding of £10,000. Bplasticfree was recognised in the Wild Card EDGE category, which awards funding to those businesses with great ideas, but have yet to commence trading.

Fast forward six months and Bplasticfree is up and running, fulfilling orders of its Waxyz products, which are manufactured in Dundee, and come in three sizes, twin packs and rolls. They also offer a unique service for business to highlight their green credentials with their own brand reusable wrap.

With a website up and running, thanks to Digital Boost funding from Business Gateway Fife, Bplasticfree is busy promoting the business. It's been attending trade shows and exhibitions, including BBC Good Food Show, with support from Fife Council Economic Development's Trade Development Programme.

Bplasticfree was founded in April 2018 by Catriona Mann following an inspirational trip to New Zealand, where she was

enlightened by the country's fight against plastic pollution. Catriona, who is a finalist in the 2019 Great British Entrepreneur Awards, said:

“Given the enormity of our environmental challenges, reaching as many businesses and consumers as possible is what it takes to affect meaningful change.

“The implementation of reusable food wrap in homes and catering businesses can help to reduce the 1.2 billion meters of throw-away cling film used in Britain each year.”

Business Gateway Fife has supported Bplasticfree with one-to-one business advice and Digital Boost funding, whilst Scottish Enterprise gave a By Design grant for brand and packaging development.

www.bplasticfree.com

New Bridal Business Unveiled

A new bridal and beauty business is an exciting and refreshing new addition to Kirkcaldy's town centre.

A new start-up business has been launched in Kirkcaldy's Tolbooth Street, offering brides to be bespoke bridal wear and hair and make-up services – the complete package.

Since launching in January, Amy has steadily increased sales and appointments, and her collection to include veils and wedding accessories. In the summer she even hosted her first pop-up bridal fayre in the boutique, featuring lots of local suppliers.

Amy has been supported by Business Gateway Fife with one-to-one advice on her business plans and finance. She is also receiving marketing assistance through the Expert Help programme, funded from the European Regional Development Fund. Amy benefited too, from a £500 Young Person's Start-up Grant and £600 from The Prince's Trust, allowing her to invest in the beauty side of the business.

Business adviser, Marissa Yassen commented:

"Amy has shown great determination and passion for her new business and is striving to deliver the best products and service to her customers. She is already proving to be a dedicated entrepreneur and is a welcomed newcomer to Kirkcaldy's town centre."

Amy King said:

"I have been overwhelmed by the support I have received from everyone in developing my new business."

www.amykingbridal.co.uk



Amy King makes bespoke bridal wear



QFi Roofline installs the highest quality roofline products

QFi Roofline gets boost with new website

Business Gateway Fife assists businesses across the region, providing access to free business support services. From established businesses employing hundreds of people, to growth firms expanding their markets, and to new businesses developing innovative ideas for products and services, Business Gateway Fife delivers invaluable assistance, which helps drive success, create jobs and boost the local economy.

In recent months, Business Gateway Fife has been supporting QFi Roofline, which has been trading for 25 years and is committed to its growth. The Dunfermline-based roofline specialists, which employs 17 full-time members of staff, has recently invested in its future, by commissioning a new website, and is looking to further promote the business through social media.

QFi Roofline engaged with its business adviser, Lynne Baillie, who recommended Digital Boost, to help tackle its digital strategy. An online health check was undertaken, and a website, compatible with mobile devices, was developed by a leading creative agency.

Chris Campbell, Managing Director of QFi Roofline, said:

"Digital Boost has helped the business enormously. We now have a new website, which will support our development in the coming years. We want to maintain and grow, whilst improve our customer service, install the highest quality roofline products, and keep abreast of advances in the market place."

QFi Roofline started off as 'one man and his van' and has grown organically over the years. Chris puts that down to his determination, dedication and passion for delivering quality.

www.qfiroofline.co.uk

To find out how **BUSINESS GATEWAY FIFE** can support local businesses, call: **01592 858333**; email: success@bgfife.co.uk; or visit: www.businessgatewayfife.com

FIFE'S RICH HISTORY BROUGHT TO LIFE THROUGH AUGMENTED REALITY

The app guides visitors along royal paths and connects them with beautiful, ancient landmarks including Lochore Castle

A new app aimed at 5-13 year olds has been launched in Fife, in a bid to attract more visitors to the region.

A new and improved reality app has been launched, bringing Fife's rich, ancient past to life by enabling users to trace the footsteps of historic Kings across the Heartlands of Fife.

Over six hundred visitors have been enjoying using the free app, *In the Footsteps of Kings*, since its launch in July. Visitors - predominantly children and their families - have been interacting with characters along the trail, and been immersed in activities at locations across Fife.

The app guides visitors along royal paths and connects them with beautiful, ancient landmarks including Ravenscraig Castle, Lochore Castle, Aberdour Castle, Falkland Palace, Falkland Estate and Markinch Church, with features including firing a cannon from Ravenscraig Castle out to a boat on the Forth, and playing tennis with Mary Queen of Scots' ghost at Falkland Palace.

The project includes an element of co-design from young people, following competitions involving Fife school pupils. The app's lively Jester, Jess, which narrates the trail, uses the voiceover of Cerys Paton, a S4 student from Balwearie High School, whilst Cameron Roberston, a P4 pupil from East Wemyss Primary School, designed the Jester's clothes.

Ann Camus, Founder of Fife Tourism Partnership commented on the *In the Footsteps of Kings* app. She said:

"Fife has demonstrated its ability to adapt and embrace new technology in order to enhance visitor experiences.

"Tourism brings a high level of economic value to Fife, which I am confident will continue with the launch of *In the Footsteps of Kings*, allowing walkers and visitors to enjoy everything the region has to offer."

"This initiative has a clear target audience and opportunity to drive new revenues into the region's tourism sector."

In the Footsteps of Kings received £90,000 funding as part of a grant from Scottish Enterprise to keep enhancing visitor experiences across Fife.

Aileen Lamb, Tourism & Creative Economy Manager, Scottish Enterprise, said:

"This initiative has a clear target audience and opportunity to drive new revenues into the region's tourism sector. The use of augmented reality will allow people of all ages, but in particular the valuable family market, to become immersed in the culture and stories of the places they're visiting."

The app is free to download from the App Store, Google Play and Amazon Apps.

www.welcometofife.com



For more information about **FIFE TOURISM PARTNERSHIP**, email: info@fifetourismpartnership.org or visit: www.fifetourismpartnership.org.



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fife business week 2019



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IN FIFE



COMING SOON

Fife Economy Partnership

GROWING FIFE'S FUTURE





Mark Cameron, Chair, Business Gateway Fife; John Young of John Young Group; and Michael Longstaffe, Chair, Fife Economy Partnership launch Fife Business Week

TENTH ANNIVERSARY FOR FIFE BUSINESS WEEK

With just weeks to go until the start of the tenth, annual Fife Business Week, organisers visited John Young Group, which is also celebrating its tenth anniversary, to officially launch this year's programme of events.

Michael Longstaffe, Chair of Fife Economy Partnership and Mark Cameron, Chair of Business Gateway Fife met with John Young for a tour of the Cowdenbeath signage business, and to hear about plans for future growth of the business.

Whilst at John Young Group the Fife Business Week brochure, full of events taking place in the region between 4th and 8th November, all aimed at motivating, inspiring and encouraging Fife entrepreneurs, business start-ups and employers, was unveiled.

This year, there is a plethora of events being hosted by local businesses, focusing on topical issues including funding growth, getting the best out of a business management system and designing and implementing strategies to attract and recruit new staff, all with the aim of supporting growth of the Fife economy.

There's also an event aimed at the next generation of entrepreneurs – a school-based social enterprise Dragon's Den event, will see young people showcase their entrepreneurial skills and pitch to a panel of judges for their support to invest in their social enterprise.

Michael Longstaffe, Chair of the Fife Economy Partnership, said:

"In the last ten years, Fife Business Week has flourished into a valuable and popular business initiative, offering a substantial number of events, which year-on-year engage with local businesses in Fife, encouraging and inspiring, offering best practice and innovative ideas to support growth and development."

Michael added:

"I would encourage all Fife businesses to engage with this important week of events, and to those businesses hosting events and sharing best practice, their experiences and knowledge, thank you for making Fife the best place to do business."

VERICALL TO CREATE JOBS IN FIFE

VeriCall has announced plans to open a flagship UK Contact Centre in Kirkcaldy, following a £1 million Regional Selective Assistance (RSA) grant from Scottish Enterprise.

VeriCall, which provides a fresh approach to customer engagement for blue chip firms, will create 209 jobs over the next two years once the company moves into Lomond House at the town's John Smith Business Park.

Jamie Hepburn, Scottish Government Minister for Business, Fair Work & Skills, welcomed the announcement, saying:

"I am delighted that VeriCall has chosen to locate its new flagship UK Contact Centre in Kirkcaldy, a major boost to the local economy. This £1 million grant is an example of how the Scottish Government, through Scottish Enterprise, is working to support inward investment to communities across Scotland, helping to create new jobs and attract new investment."

Fife Business Week is hosted on behalf of the Fife Economy Partnership by Fife Council Economic Development and delivered by Business Gateway Fife. Its aim is to support businesses to succeed and flourish, whilst making Fife the best place to do business. For a full list of Fife Business Week events, visit: www.fifebusinessweek.co.uk.

FIFE BUSINESSES SUPPORT YOUNG PEOPLE INTO WORK



Fife College students take part in the Design Engineer Construct! Programme

An increasing number of businesses recognise the importance and need of investing in our young people, to help them develop the skills needed after education, and in the workplace.

In this article, we hear from three different Fife-based businesses, each of which supports young people to develop the skills needed in business and in turn support the growth of their own businesses.

Eden Fyfe Accounts is committed to investing in the workforce of the future. Its Modern Apprentice (M.A.), Jake, who is half way through his three-year M.A. programme, is proving invaluable. Not only is he gaining key skills, confidence and training in accountancy, but he is making significant changes, especially with his technological insights.

Lisa Bray, Director of Eden Fyfe and board member of Fife's Developing Young Workforce (DYW), said:

"Our young people are the workforce of the future, and I want to give them the opportunity to learn on the job, build confidence and develop their soft skills. It benefits us in that Jake is assisting the team with fresh ideas and helps them develop new ways to support our clients, particularly as the profession undergoes significant changes to how we record accounting information."

For JD Cooling, with offices nationwide including Kelty, which has run an apprenticeship programme since 2007, supporting 39 apprentices through site-based training and college placements, growing its own talent is key. Ross Hynd, Scotland Regional Manager for JD Cooling, said:

"As a company committed to employing local people, we are passionate about growing our own talent by offering apprenticeships to the next generation of aspiring engineers."

Its commitment to supporting and guiding its apprentices to achieve invaluable experiences, has led to JD Cooling's apprentices winning a number of accolades - its apprentices are

within the top 100 nationwide, and for the last nine years, have finished within the top three places at the Refrigeration and Air Conditioning (RAC) Cooling Awards, whilst another apprentice won the Scottish heat of SkillFRIDGE.

There are a host of pathways to supporting young people, whether it's offering talks at local schools, mentoring young people, engaging with Fife Council Economic Development's Culture of Enterprise Programme, or signing up to Career Ready, which links employers, such as Eden Fyfe, with schools and colleges offering mentoring and paid internships to those aged 16 to 19. In Donaldson Timber Engineering's case, it has co-sponsored, along with MiTek, Fife College's Design Engineer Construct! Programme, an accredited learning course for secondary school pupils, developed to inspire the next generation of Built Environment professionals.

Eddie Stewart of Donaldson Timber Engineering, said:

"This has been an enriching experience and we are pleased to have been able to help these students gain real life design experience and insight into timber engineering to help them move forward in their future careers."

Lisa Bray concluded:

"It is enlightening to support a young person's aspirations, to boost their confidence and help them to find their way into the work place. It's an extremely rewarding experience and I would recommend it to local businesses – our young people might even open your eyes to something new!"

More information about opportunities for businesses to engage with **Developing the Young Workforce** is available at: www.dyw.scot/fife.



Lisa Bray, Eden Fyfe



Pictured are some of JD Cooling's apprentices at the Scottish Heat of SkillFRIDGE

"Our young people are the workforce of the future, and I want to give them the opportunity to learn on the job, build confidence and develop their soft skills." Lisa Bray, Eden Fyfe

"As a company committed to employing local people, we are passionate about growing our own talent by offering apprenticeships to the next generation of aspiring engineers." Ross Hynd, JD Cooling

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Pupils from Kelty Primary School pictured with Deputy First Minister John Swinney MSP

FIFE PUPILS RECEIVE SOCIAL ENTERPRISE AWARDS

Innovative young people from across Fife have been recognised by a national award for the success and sustainability of their social enterprises.

During the last academic year (2018-2019) young people from across Fife established a range of social enterprises, developing their skills for learning, life and work, whilst gaining confidence and changing the world for the better. Their hard work and success on their individual social enterprise journeys, was recognised by the Deputy First Minister, John Swinney MSP when he presented national awards to 13 Fife schools – the most of any local authority in Scotland.

The innovative young people who set up social enterprises to tackle the social and environmental issues, received a Social Enterprise in Education award, through the Social Enterprise in Education programme, a transformative programme that empowers Scotland's young people to affect social change in their communities, while developing key core employability and entrepreneurial skills for the future.

Kelty Primary School received an honour for its 'Walking Wednesdays... It's Good to Walk and Talk', which was set up to help social isolation in the school community and reduce playground issues, whilst Caskieberran Primary School's 'Caskie Clothing Swap Shop' helped raise awareness of the environmental impact of the clothing/textile industry.

Masterton, Pitcoudie and Tulliallan primary schools, which also won awards, shared their social enterprise journey by taking part in creating and selling a special edition of The Big Issue.

Deputy First Minister and Cabinet Secretary for Education and Skills, John Swinney MSP said:

"These young people have been bringing the Curriculum for Excellence to life in an excellent way, developing essential skills for the future by setting up their own social enterprises and having a positive impact in their schools and communities at the same time."

Also receiving Social Enterprise awards was Beath and Inverkeithing high schools, along with Blairhall, Capshard, Dairsie, Kelty, Ladybank, St Margaret's and Torbain primary schools.

www.socialenterprise.academy

NEWS BITES



Pictured are John Elliott, Fife College's Academic Head: Business Enterprise and Tourism and Sandra Robb, Fife Council Economic Development

In August, Fife College with support from Fife Council Economic Development launched its rebranded Enterprise Hub in its Kirkcaldy Campus. The new look ties in with the Enterprise Hub in Falkland Place, Glenrothes and will act as a base for students wishing support to develop their own business. Similar Hubs will follow at other campuses.

Welcome to Alison Sinclair who joins Fife Council's Economic Development Team as the new co-ordinator for Culture of Enterprise™. She will work closely with local schools and businesses to encourage enterprise and skills development to support Fife's young people to develop a vibrant enterprising culture that will help them to their future career pathway.

A young girl from Glenrothes has become a superstar during the summer holidays, after meeting pop sensation, Lewis Capaldi at Belladrum Festival, and signing along to his hit Someone You Loved. The meeting was set up in a bid to raise awareness of the challenges facing deaf youngsters and promote the use of British Sign Language in schools, something that Niamdh Braid, 10, taught herself after being diagnosed with bilateral sensorineuro deafness from birth. Niamdh really has shown that deaf children can achieve anything! For further information on services to support deaf children visit: www.ndcs.org.uk



Lewis Capaldi makes Niamdh Braid's dreams come true

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THE CULTURE OF ENTERPRISE™ FRAMEWORK is a Fife Council Economic Development programme that promotes and encourages enterprise and skills development to support the young people of Fife to develop a vibrant enterprising culture that will help them on their future career pathway. For more information, please email: alison.sinclair@fife.gov.uk; or call: 03451 555555 (ext. 440974).



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fbm Meets...

JOHN YOUNG

Director of John Young Group Ltd

This year sees award-winning John Young Signs celebrate its tenth year in business. To mark the occasion, fbm caught up with its Director, John Young to find out more about the man behind Cowdenbeath's successful signage business and his vision for his new businesses.



John Young, Director of John Young Group Ltd

What is your business?

John Young Group Ltd has grown from one extremely successful business, specialising in design signage, into three distinctive areas, all linked, but separate in their own right.

John Young Signs Ltd is our core business offering design signage, including vehicle graphics and engraving, which was established ten years ago and has had much success. More recently, we have branched out with Camat Design Ltd, which is our digital interior decoration design area, and Halian PVCU Post System, a no rust, no rot, no maintenance sign system.

As a company, we have spent a lot of time and money on the growth of the business, which entails a lot of R&D for the new products for Halian and for Camat Design. We launched our new range of bespoke interior printing items, including golf bags, furniture and car interiors at Goodwood Festival of Speed in July, to much acclaim.



John Young Group's new range of bespoke interior printing items, including golf bags, furniture and car interiors

What are your current priorities?

I'm focused on growing the new divisions of the business by being more proactive with the marketing strategy and letting people know about the range of products we offer. With that will come the recruitment of more staff – we want those with a positive, can-do attitude.

What are your aspirations for John Young Group?

Ultimately to expand and operate globally, whilst employing more people locally.

What's the best part of your job?

Passing on my knowledge to up and coming young designers and fitters is fulfilling, but I also enjoy learning from them too - they are a font of untapped knowledge. I also enjoy meeting new people in the world of business and learning from their experiences too.

What is the hardest bit of your job?

As they say every day is a school day, and sometimes it's hard to walk away, and allow people within the workplace to take over.

I have been doing this job for 30 years now, and passing over the reins is a daunting thought, but I have a very well-equipped team waiting in the wings.

What is the best piece of business advice you've been given?

Never give up and keep focused on the goals you've set for yourself.

John Young Group Ltd has a host of clients across the UK including Scottish Golf, Visit Scotland, The Purvis Group, Knockhill Racing Circuit, Amazon and BCA. For more information, visit: www.johnyounggroup.co.uk.



Scaramanga's vintage props star in Dumbo

FIFE VINTAGE FIRM CELEBRATES 10TH MOVIE ROLE

Fife vintage specialist, Scaramanga, is celebrating its tenth role providing props for blockbuster movies.

Six of its late-Victorian travel trunks, 15 large brass and iron antique padlocks and a set of school ropes were ordered two years ago for the live-action remake of the Disney classic Dumbo.

This is the tenth movie in seven years that Scaramanga has provided props for. Carl Morenikeji, Scaramanga's founder and Managing Director, commented:

"We're delighted to see our products chosen for a tenth major film in just seven years, thanks to our reputation as vintage specialists."

www.scaramangashop.co.uk

EQ'S RISING STAR

Congratulations to Scott Greig, Principal Manager at EQ Chartered Accountants, who was recognised in the 2019 ICAS Top 100 Young CAs list as a rising star and one to watch in the future. Scott was recognised for the instrumental role he has played in the success of EQ's Cupar office in recent years and his key role in its continued development.



Scott Greig

www.eqaccountants.co.uk

45-YEAR MILESTONE FOR GS BROWN

Congratulations to GS Brown on 45 years in business. The high precision manufacturing business, which in May 2019 transferred the majority of the company's shareholding to an employee ownership trust to ensure its longevity, operates in a range of sectors including hydraulics, robotics and filtration. It employs 27 at its modern 20,000 sq. ft. facility in Ladybank.

www.gsbrownltd.co.uk

NEW MD FOR JAMES DONALDSON & SONS



Scott Cairns is stepping down as Group MD

Scott Cairns, Group Managing Director for James Donaldson & Sons (JDS) is stepping down from his role, next summer. As the first non-family member to lead the group, Scott's eight-year tenure has seen the 160-year-old family business double its turnover to almost £200m with several consecutive years' profitability up to the present day.

The Group's Finance Director, Andrew Donaldson, will succeed Scott as the new Group MD, and will be the sixth generation Donaldson to lead the business. Scott will continue in an advisory role on the Supervisory Board as a Non-Executive Director under the leadership of new Chairman Michael Donaldson in 2020.

www.jamesdonaldsongroup.co.uk

KNOCKHILL INVESTS IN DRIVER TRAINING CENTRE

Knockhill, Scotland's Motorsport Centre located just five miles north of Dunfermline, has invested in its Driver Training Centre, improved its facilities, resurfaced its skid pan and added to its fleet of training cars.

The Centre is the only one in Scotland and is popular with individuals and businesses, enabling them to improve their skills across a multitude of challenges, as well as advanced on-road training. The Driver Training Centre has proven results – with one Knockhill-trained fleet demonstrating a 62 per cent reduction in blameworthy accidents and a reduction of 45 per cent in insurance premiums.

Driver risk assessments start at just £75 plus VAT per person. For more information visit: www.knockhill.com/corporate/driver-training.

CUTTING CORNERS GROWS INTO NEW STUDIO

Cutting Corners, an art and picture framing studio, that has seen double digit growth year-on-year since it launched in 2014, has moved to new premises in Pitreavie Business Park to support a projected 50 per cent increase in turnover this year.

The new premises are five times the size and accommodate new equipment, which was secured with monies from Funding Circle, and will enable an increase in production services. An expansion of services provided to artists, photographers and the public has also been created, and the dedicated office space, will be turned into an art room for local artists to rent. Two new full-time positions are being created and Cutting Corners will continue to support its sister business – the Spence Gallery in Crieff – producing a range of artisan giftware.

www.cutting-corners.co.uk

FIFE CHAMBER'S NEW BOARD OF DIRECTORS GETS DOWN TO BUSINESS

Fife Chamber's new board shapes year ahead.

Fife Chamber's Board met for the first time since the appointment of its new President, Brian Horisk of Horisk Leslie Development, and its Directors.

The new Board members: Colin Brown, Burness Paull LLP; Heather Stuart, Fife Cultural Trust; Iain Haywood, Rollos; Wicus Van Biljon, Business Doctors; Carl Hodson, SeeScape; and Alan Nicoll, Babcock International join existing Directors: Susan Dunsmuir, Fife College; Louise Molloy, Bank of Scotland; Alastair Booth, The HR Booth; Keith Winter, Fife Council; Michael Longstaffe, Smith Anderson Group; Janet McIntyre, Thorntons Solicitors; and Craig Hunter from Haines Watts, to set the Chamber's strategic direction and target.

Critically, the Directors also offer hands-on support to the staff and use their extensive business experience and contacts to help the Chamber fulfil its key objectives of connecting, informing and representing members.

The new Board used its first meeting to review progress towards the Chamber's ambitious year-end membership targets. They exchanged a lot of information with each other, and also with the staff who were in attendance, that will allow the Chamber to have a stronger voice on the stakeholder forums and partnerships that shape business and community ambitions across Fife.

Brian Horisk, President of Fife Chamber of Commerce, said:



Peter Southcott hands over Fife Chamber's President Chain of Office to Brian Horisk

"Fife Chamber only exists to benefit its members, so it is pleasing to see excellent growth in membership this year, and our forecasts show this continuing. We will continue to provide members with opportunities, such as our recent roundtable with the Scottish Government's Trade Investment and Innovation Minister, and to meet local and national politicians, so they can give their opinions on public policy directly."

Brian added:

"As a Board our most important job is to help maintain Fife Chamber's position at the heart of the business community, supporting new and existing members to their benefit, and the success of the wider Fife economy."

www.fifechamber.co.uk

MOD AWARD FOR THE CHAMBER

Fife Chamber continues to bolster its relationship with the armed forces, with the recent Board meeting held at HMS Scotia, the principal Royal Navy Reserve unit in the East of Scotland, and it is delighted to have received an Employer Recognition Scheme Silver Award from the Ministry of Defence (MOD).

To find out more about how the armed forces can support your business, contact the Highland Reserve Forces and Cadets Association: www.hrfca.co.uk.



Fife Chamber's new board shapes year ahead

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Finance Secretary, Derek Mackay MSP talking to FSB members and guests at the launch of FSB's latest report

MIGRANT ENTREPRENEURS CONTRIBUTE £13 BILLION TO SCOTTISH ECONOMY

A survey for Federation of Small Businesses (FSB) reveals newcomers to Scotland, contribute significantly to the local economy. Garry Clark, Development Manager for FSB explains.

One in ten smaller businesses in Scotland is led by an immigrant entrepreneur and these firms contribute more than £13 billion to the Scottish economy and provide 107,000 jobs. That is the startling finding of a new report commissioned by the Federation of Small Businesses (FSB).

The study, entitled 'Starting Over: Migrant Entrepreneurship in Scotland', also finds that about half (47 per cent) of the 222,520 people starting in business in 2017 had moved to or around Scotland. Indeed, people who relocate, whether it is from overseas, from other parts of the UK or from other parts of Scotland are more likely to start their own business. What's clear is that when someone moves to a new place they bring new perspectives and business ideas and can make a positive and lasting change to local economies.

All of this is particularly important at a time when the UK is moving towards the EU exit door and designing a new immigration system. Change will be inevitable but any new system must take account of both economics and demographics, fulfilling the skills needs of businesses as well as the needs of communities and local economies such as here in Fife.

When FSB launched its report in the Scottish Parliament, its message to the politicians and decision makers was clear. We firmly believe that migrant entrepreneurs make Scotland a better place in which to work and live. They help us bridge gaps between us and the rest of the world.

FSB's report shows that migration is associated with skilled, ambitious individuals with higher than average levels of



FSB's Scottish Policy Chair, Andrew McRae, addressing its Spring Reception at the Scottish Parliament

entrepreneurialism. Indeed, Scotland has the highest proportion of university-educated migrants in the EU. The contribution to our economy made by these talented individuals should be celebrated but we also have to take heed of some of the report's warnings. For example, the research found particularly poor links between immigrant entrepreneurs and the public bodies charged with supporting them.

That is why the FSB is calling for new specialist support for immigrant business owners and action to attract more people – from the rest of the UK and the rest of the world – to start up in Scotland. The creation of new businesses by migrants is a great Scottish success story and one that we must capitalise on in order to harness improved growth and new jobs.

www.fsb.org.uk



MONEY ADVICE



Many people across Fife are struggling with their day-to-day finances and money-related stress can have a major impact on employee wellbeing. You can access help and advice to manage your money better.

Find out more about services across Fife at:

www.fifedirect.gov.uk/moneyadvice



Ingenico's Dalgety Bay office

COLLABORATION BUILDS SKILLS IN FINTECH SECTOR

Fife Council and local businesses are building skills in Fife's financial technologies sector.

A Fintech Consortium has been established in Fife to create and build new opportunities and encourage new careers in Fife's financial technologies sector. It is headed up by Dalgety Bay-based Ingenico Group and brings together a number of Fife-based payment technology companies, including Paywizard, Verifone, Sainsburys Bank, FIS Global and Renovite.

The Consortium will offer a platform for local Fintech companies to collaborate positively on common areas of interest such as funding, education and building a bigger talent pool to support growth of the sector in Fife.

Councillor Altany Craik, Convener of Economy, Tourism, Strategic Planning and Transportation Committee, said:

"The Consortium represents an opportunity for local Fintech businesses to work together to encourage employment, qualifications and skills in the sector, and to avoid a potential skills gap. It's a fantastic example of different sectors working together for everyone's benefit."

Next on the Consortium's agenda is hosting a careers event in September, as part of Scotland's Fintech Festival, to encourage more people into the sector and to avoid a skills gap. Ingenico Group, as Consortium lead, and a global leader in seamless payment technology, is one of the Fife presenters at the event.

As a key employer in a sector where competition for highly-skilled Fintech talent is high, Ingenico has invested heavily in its modern working environment. Members of Fife's Fintech

Consortium recently visited Ingenico's headquarters in Dalgety Bay and were able to see for themselves the clean cut, bright and comfortable office environment that's been created as a means of attracting and developing employees. Ingenico was keen to share such insights into international best practice with Fife Council as a means of supporting the nurturing of talent as well as the national aspiration to become one of the world's top five Fintech hubs.

Matt Kennedy, Software Development Manager at Ingenico, heads up the Fintech Consortium. He said:

"With the support of Fife Council, the Consortium is a great vehicle for local Fintech companies to collaborate positively on common areas of interest such as funding, education and building a larger talent pool within Fife Fintech. During a recent visit, we were able to showcase our outstanding working environment, just one of the things that set us apart from competitors in other regions."

Matt added:

"Next on the agenda for the Consortium is to continue to support members in key focus areas, such as building a talent pipeline in the sector, sharing information around funding options, and encouraging additional innovative partnerships between companies."

www.ingenico.co.uk

INVEST IN FIFE has a proven track record of helping investors make projects happen as well as helping Fife-based businesses with their expansion plans.

www.investinfife.co.uk

Fife means business.

TECHNOLOGY SPECIALIST XELECT POISED FOR GROWTH

Xelect Ltd, a St Andrews University technology spin-out business, has grown rapidly in the last seven years to become a global provider of specialist genetic and breeding management services to the aquaculture industry, with over 50 clients now.

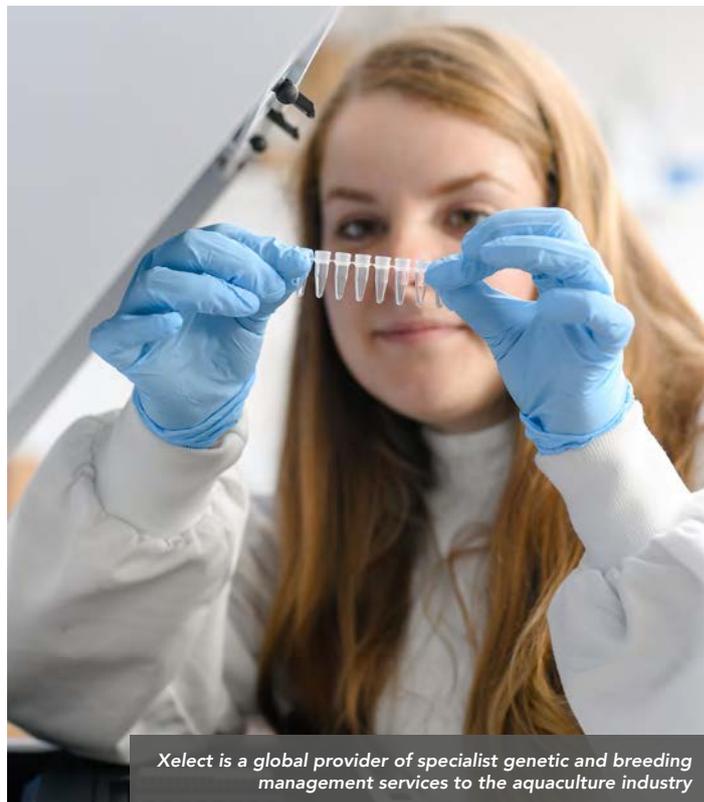
Xelect is one of just three worldwide businesses offering such services, and to date it has signed long-term contracts with leading producers of fish and prawns across the Americas, Europe, SE Asia and Oceania. Xelect's flexible approach, its extremely highly-skilled team and its continued investment in R&D, which includes the introduction of state-of-the-art breeding technologies for clients, stand it in good stead as the business seeks to capitalise on future growth.

Ian Johnston, CEO of Xelect, commented:

"We're at a good point in business – turnover last year was in excess of £1 million, and we experienced considerable growth, with significant opportunities on the horizon. There's a large market to tap into, and our bespoke approach, which enables us to work with clients around the world covering a wide range of species and market conditions, makes us a front runner."

Xelect employs 14 staff in its St Andrews office, with one member of the team based in Chile. It is also heavily involved as an industry partner in EU advanced breeding genetics research projects.

www.xelect.co.uk



Xelect is a global provider of specialist genetic and breeding management services to the aquaculture industry



Xelect's customers cage site in the Adriatic

SHFCA ANNUAL CONFERENCE

The Scottish Hydrogen and Fuel Cell Association's (SHFCA) annual conference takes place in October to highlight the substantial progress and learning being made in Scotland with the deployment of hydrogen and fuel cells, as key components of an integral low carbon and zero emission system.

Green Business Fife will attend the event where Scotland's innovation and deployment of hydrogen and fuel cell technologies will be showcased, and delegates will get more information about key trends across the industry, linked to market growth and opportunities.

Exemplar projects will show delegates how hydrogen

and fuel cells can maximise the benefits of local renewables, adding value and positive economic impact, as well as developing valuable expertise and skills.

SHFCA members are invited to join the conference on 2 October, for a full day's programme, which includes a Scottish Government Ministerial Keynote speech from Paul Wheelhouse, Minister for Energy, Connectivity and Islands.

For more information about the SHFCA's annual conference, visit: www.shfca.org.uk.



SMAS INTRODUCES PROCESSING SOLUTIONS TO BENEFIT AE STRUTHERS LTD

Small family-run manufacturing business, AE Struthers, has been improving its manual processes with help from Scottish Manufacturing Advisory Service (SMAS).



AE Struthers is a small, family-run shoe manufacturing business

Family-run business, AE Struthers, operates in a niche market, taking great pride in the handmaking of highland dance shoes and successfully manufactures and sells ghillie brogues for its Thistle Shoes division. It also successfully manufactures and sells Irish Dance shoes under its brand, Ryan & O'Donnell, which are available from retailers throughout the UK, around the world or online.

As a small team of seven, AE Struthers is run efficiently, but was conscious improvements can always be made. It engaged with SMAS at the start of the year, and recommendations and improvements have been made to the processing side of the business.

Pamela McDowell, Managing Director of AE Struthers, said: "SMAS has worked with so many other companies, and I was keen to tap into its knowledge and find out if we were operating to the best of our ability. What



was identified was the duplication of some manual processes and with support from SMAS we have integrated these processes through improved Excel spreadsheets."

AE Struthers now has all of its accounting, stock levels, ordering and sales information in one format which can now be drilled down to one specific product line/month, all within the same Excel spreadsheet.

Pamela added:

"These new Excel spreadsheets have cut down on the number of separate reports required, giving me more time to concentrate on other things, whilst being able to manage purchasing, stock control and sales more efficiently."

AE Struthers continues to work with SMAS and is adding more features into its spreadsheet.

www.thistleshoes.com

www.ryanandodonnell.com

FIFE COLLEGE SIGNS THE LEVEN SUSTAINABLE GROWTH AGREEMENT

Fife College has backed a Sustainable Growth Agreement with SEPA, an ambitious plan for a living, breathing example of inclusive growth, achieving environmental excellence in ways that create social and economic opportunities.

The agreement was signed by the College and Fife Council, Sustrans, Scottish Natural Heritage, Scottish Water, Scottish Enterprise, Forth Rivers Trust, Diageo, Central Scotland Green Network Trust and Keep Scotland Beautiful, and by working collaboratively, ambitions will be realised that go beyond the scope of the individual organisations involved.

Aims of the Agreement include: supporting a network of paths and sustainable paths to link people, communities and businesses; promote the area as a 'go to' destination for sustainable tourism; and attract and support business and industry to the area, whilst becoming a hub between the cities of Dundee and Edinburgh. Derelict land will be transformed for the benefit of the local community.

Hugh Hall, Fife College Principal, said:



Fife College students designed the brand image and logo for the Leven Catchment programme

"Fife College is committed to this project, which has already enabled our talented students to make use of their creative skills in designing a brand image and logo which will be used on everything associated with the Leven Catchment programme - from the website and publicity materials to t-shirts and recycled pencils.

"We aim to give many more Fife College students opportunities to get excited and educated about sustainability and to contribute to achieving successful outcomes for the River Leven catchment."

SDP HELPS BUSINESSES BID BETTER

Fife Council Economic Development's Supplier Development Programme (SDP) helps businesses win new contracts.

Fife Council Economic Development's Supplier Development Programme supports a number of businesses across Fife to better understand how to engage with the public sector to bid for contracts.

The procurement process has changed significantly in recent years, and SDP offers a range of workshops and webinars to prepare businesses on expectations. This year alone, Fife Council has helped over 170 small and medium-sized businesses, of which 20 have secured new public sector contracts. Fife Council Economic Development's Team is always on hand to break down barriers with businesses and point them in the direction of business support, via Business Gateway Fife.

One business to benefit from the Supplier Development Programme is the Dunfermline Repair Centre. Manager, Carla Clarke spoke to fbm. She said:

"We participated in a number of SDP workshops to help specifically with the tendering process and received fantastic support. Expert Help was awarded via Business Gateway Fife, which helped provide one-to-one procurement knowledge, expertise and assistance on the tendering process, which we're hoping will give our business a significant boost."

To find out more about the Supplier Development Programme email: dorothy.smith@fife.gov.uk.



Supplier Development Programme helps businesses to bid better



Errin Todd, Lobster Pod

ENTERPRISING FIFE-BASED FEMALE BUSINESS OWNERS TO BENEFIT FROM GROWTH PROGRAMME

Women's Enterprise Scotland has launched its fourth Leadership for Growth programme for local women-owned businesses.

Leadership for Growth, which is delivered in partnership with Fife Council Economic Development, comprises four full day sessions spread over six months, with the aim of supporting growing businesses. To date, it has supported over 50 Fife-based women-owned businesses, including Errin Todd of Dalgety Bay-based Lobster Pod, which produces shellfish transportation systems. Errin said:

"Leadership for Growth helped me to critically assess my business strategy and identify action areas, whilst boosting my confidence. Lobster Pod's growth has been transformational since I completed the programme."

Pamela Stevenson, Lead Officer, Enterprise and Business Development at Fife Council, which supports the Programme on behalf of Fife Economy Partnership, said:

"Women-owned businesses make up just 20 per cent of the business base in Scotland, yet these businesses contribute £8.8bn into the Scottish economy every year and have created over 230,000 jobs. Other nations have shown that with more support for existing women-owned businesses, this sector can provide a significant boost to the economy.

"Leadership for Growth will ensure that women-owned businesses in Fife can access free, bespoke growth support, build momentum on from the start-up phase, and make a major contribution to the local economy."

Further information is available from: info@wescotland.co.uk.

PROCUREX SCOTLAND 2019



29 Oct 08:30 – 16:00
Venue: SEC Centre, Glasgow

Scotland's Annual Festival of Procurement, Procurex Scotland, represents a significant opportunity for buyers and suppliers to participate within a host of interactive features including educational training sessions and networking zones as well as a product showcase exhibition featuring Scotland's leading innovative suppliers.

In addition to enhancing knowledge and expertise, the event presents a unique opportunity to engage directly with the key decision makers across Scotland's public sector procurement marketplace, worth around £11bn annually.

www.procurexscotland.co.uk

SCOTEXPORT



12 Nov 09:15 - 16:00
Venue: University of Strathclyde's Technology & Innovation Centre

Scotland's flagship international trade event, organised by Scottish Enterprise, takes place on the 12th November in Glasgow.

This free event will help businesses to develop an export plan, research new markets, grasp fresh opportunities and guide businesses through potential challenges. In-country experts, industry leaders and specialist advisers will be on hand to help make the most of global exporting opportunities.

www.export.scot

FIFE CHAMBER MASTERCLASS: LEADERSHIP AT THE CUTTING EDGE

30 Oct 09:00 - 11:00
Venue: Ingenico, Dalgety Bay

Join Fife Chamber for its latest Master Class, with guest speaker Dr Steve Graham, Chief Executive Officer of the Royal College of Physicians and Surgeons.



Dr Graham brings a wealth of senior business, public sector and university experience in leadership and talent development, having been responsible for the strategic development and delivery of the business plan for the University of Strathclyde's £100m Technology and Innovation Centre, as well as former Chief Executive of the Scottish Manufacturing Advisory Service.

Member Rate £15.00
Non-member Rate £20.00

www.fifechamber.co.uk



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BUSINESS GATEWAY FIFE EVENTS

FINANCE

Bookkeeping

- 14 Oct 09:30 – 12:30
Venue: Dunfermline Business Centre
- 4 Nov 09:30 – 12:30
Venue: Saltire House, Glenrothes
- 2 Dec 09:30 – 12:30
Venue: Dunfermline Business Centre

Business Expenses & Capital Allowances

- 23 Oct 09:30 – 12:30
Venue: Dunfermline Business Centre
- 12 Nov 09:30 – 12:30
Venue: Saltire House, Glenrothes
- 18 Dec 09:30 – 12:30
Venue: Dunfermline Business Centre

SALES & MARKETING

Marketing Your Business

- 11 Nov 09:30 – 12:30
Venue: Saltire House, Glenrothes

Advertising & Promotion

- 18 Nov 09:30 – 12:30
Venue: Saltire House, Glenrothes

Mastering Selling Skills

- 25 Nov 09:30 – 12:30
Venue: Saltire House, Glenrothes

ONLINE MARKETING

Wordpress for Beginners

- 15 Oct 09:30 – 12:30
Venue: Saltire House, Glenrothes
- 12 Dec 09:30 – 12:30
Venue: Dunfermline Business Centre

Wordpress Next Steps

- 19 Nov 09:30 – 12:30
Venue: Saltire House, Glenrothes

Get Real Results from your Website

- 10 Dec 09:30 – 12:30
Venue: Saltire House, Glenrothes

Improve your Search Engine Ranking

- 17 Dec 09:30 – 12:30
Venue: Saltire House, Glenrothes

Trading Online

- 6 Nov 09:30 – 12:30
Venue: Saltire House, Glenrothes

GET MORE FROM SOCIAL MEDIA

Marketing with Social Media – Basics

- 8 Oct 09:30 – 12:30
Venue: Dunfermline Business Centre
- 4 Dec 09:30 – 12:30
Venue: Saltire House, Glenrothes

Marketing with Social Media – Advanced

- 17 Oct 09:30 – 12:30
Venue: Dunfermline Business Centre
- 11 Dec 09:30 – 12:30
Venue: Saltire House, Glenrothes

Advertising with Social Media

- 9 Oct 09:30 – 12:30
Venue: Dunfermline Business Centre

Social Media Strategy & Analytics

- 26 Nov 09:30 – 12:30
Venue: Dunfermline Business Centre

DIGITAL BOOST

Facebook for Business

- 5 Dec 09:30 – 12:30
Venue: Enterprise Hub, Glenrothes

Hootsuite & Twitter for Business

- 21 Nov 09:30 – 12:30
Venue: Enterprise Hub, Glenrothes

What to Think About When Creating a New Website

- 10 Oct 09:30 – 12:30
Venue: Enterprise Hub, Glenrothes

How to Get Found Online: Search Engine Optimisation (SEO)

- 14 Nov 09:30 – 12:30
Venue: Enterprise Hub, Glenrothes

LinkedIn for Business

- 24 Oct 09:30 – 12:30
Venue: Enterprise Hub, Glenrothes

These listed Business Gateway Fife Events are **free** to attend. To book a place, please call: **01592 858333**; email: success@bgfife.co.uk; or visit www.businessgatewayfife.com

FIFE COUNCIL ECONOMIC DEVELOPMENT EVENTS

PROCUREMENT TRAINING

2.2 Finding and Understanding Framework Opportunities

- 26 Nov 09:30 – 12:30
Venue: Carnegie Conference Centre, Dunfermline

2.3 Improving Your Bid Score

- 21 Jan 09:30 – 12:30
Venue: Flexspace Kirkcaldy, KY2 6NA

TRADE SHOWS & EXHIBITIONS

Photonex Europe

- 9 – 10 Oct
Venue: Ricoh Arena, Coventry
<https://photonex.org>

K Trade Fair

- 16 – 23 Oct
Venue: Düsseldorf
www.k-online.com

Gulfood Manufacturing Show

- 29 – 31 Oct
Venue: Dubai World Trade Centre
www.gulfoodmanufacturing.com

Productronica / Semicon Europa

- 12 – 15 Nov
Venue: Messe München
www.productronica.com / www.semicon.europa.org

Country Living Christmas Fair

- 21 – 24 Nov
Venue: SEC Centre, Glasgow
www.whatsonglasgow.co.uk

Southern Manufacturing 2020

- 11 – 13 Feb
Venue: Farnborough
www.industrysouth.co.uk

For further information about Fife Council Economic Development events, email: dorothy.smith@fife.gov.uk

FIFE CHAMBER EVENTS

Fife Social – 3rd Birthday!

- 4 Oct 16:30 – 19:00
Venue: Cluny Clays, Kirkcaldy

Fife Social

- 21 Nov 16:30 – 19:00
Venue: Zephyr Bar, Fairmont St Andrews

Fife Social

- 3 Dec 16:30 – 19:00
Venue: Kingdom FM

Fife Chamber Christmas Tea

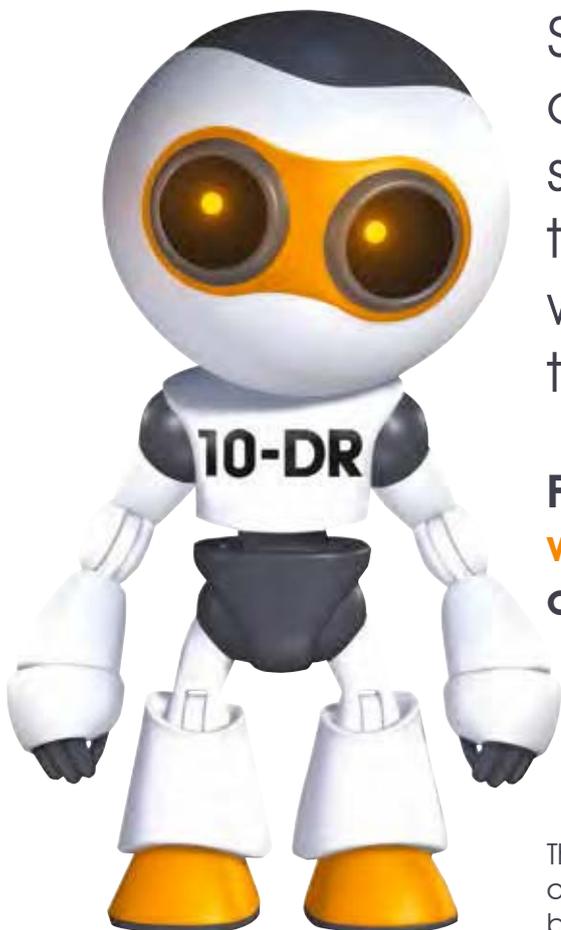
- 5 Dec 14:30 – 17:00
Venue: Balbirnie House Hotel, Markinch

For further information about Fife Chamber events, email: lyndacollins@fifechamber.co.uk

We're here to help . . .



As a registered partner of the Supplier Development Programme, Fife Council's Economic Development team are committed to providing support to the local business community in the tendering process, ultimately supporting the economic growth for the area.



Supplier Development Programme offers **FREE** specialist training, support and information on the tender process helping you win work and grow your business through procurement.

For more information, visit:

www.sdpscotland.co.uk/fife

or email dorothy.smith@fife.gov.uk

The Supplier Development Programme is a partnership of local authorities and the Third Sector working together to deliver a business support initiative.