A bright future

Young people take their first step on the career ladder with a Modern Apprenticeship

Also in this issue:
- Support for older people
- Commonwealth Games
- Kirriemuir regeneration
- Preparing for winter
Welcome to your Angus Life magazine

WELCOME to the latest issue of Angus Life – our magazine for the citizens of Angus.

We focus on the experiences of the people who matter – our residents – and what we are doing to deliver you first-class services while meeting tough financial challenges.

The way we care for our older residents is an example of how the council and its partners are doing better with less.

By enabling older people to stay in their own homes for longer, we are reflecting this age group’s own wishes and aspirations, while relieving pressure on the public purse of caring for an ageing population. Find out more on p4/5.

Excitement is mounting as the countdown begins to Glasgow 2014. Angus is proud to be a host venue for the Commonwealth Games, and on p6 you can find out how we’re set to reap the benefits of being in the international spotlight.

Speaking of excitement, this year’s Angus Ambassador finalists are unveiled on p7, with the winners set to be crowned at a glittering ceremony in November.

The wee red town is set for a makeover. We make a flying visit to the home of Peter Pan on p8/9 to find out more…

The clocks will be changing soon, officially heralding the start of winter. On p10/11 we’re encouraging you to ‘take an hour’ and get prepared for whatever the season brings.

Ensuring a bright future for our young people is the focus of the Modern Apprenticeship programme. Find out how local youngsters are getting into the workplace on p12/13.

And finally, good news for all you keen recyclers out there – the council is set to roll out a new kerbside recycling scheme across the county next year. Turn to p14 and find out how you can do your bit to help us save money and the environment.
HOW WE'RE DOING

THE number of youth nuisance complaints has decreased significantly over the past year – from 2,095 in 2011/12 to 1,630 in 2012/13. This downward trend is being maintained partly due to the range of diversionary activities being delivered across Angus, such as the Friday Nite Projects.

Services are in your hands

A BIG thank you to all those who gave their views to help us determine our priorities for services for older people over the next three years.

We asked the public, staff and service providers for their comments, thoughts and opinions on how we could develop the Angus Joint Commissioning Strategy.

Feedback from the consultation events placed a very high value on older people maintaining their independence and being able to remain in their homes or return home from hospital.

Your comments can be covered by seven broad headings: communication and joint access to services; responsive and flexible services; access to services and wider community support; promoting safety and health and wellbeing; valuing older people as assets; supporting carers; hospital and care homes.

Everyone who attended the meetings and focus groups has had a written response giving greater detail.

A copy of this more detailed report is available by contacting Phillip Gillespie on GillespiePD@angus.gov.uk or call 01307 474876.

The Angus Joint Commissioning Strategy will be reviewed and updated every year, measuring our progress against our commitments and based on feedback that we receive from service users and carers.

There’s more on how we’re working to enable older people to remain in their own homes on p4.

Less is more as we prepare for the future

Chief executive Richard Stiff says Angus Council has made savings of £358,000 in the past year by restructuring its management team

AT this time last year, Angus Council had six departments and 35 senior managers. One year on, and the council has just three directorates and the smaller executive management team will save the council £358,000 a year.

Chief executive Richard Stiff says reducing operational costs is only part of the reason for the structural changes at the council.

“There’s no doubt that councils are going to have far less money available in the coming years,” said Richard. “In Angus we estimate that in the next few years we will be working with around £30 million less than we have currently so we need to reduce spending on running the business and focus on actually doing the business.

“By being clearer about priorities and the outcomes we want to achieve we’ll be better able to direct diminishing resources towards the areas of work that matter most. That will mean doing things differently and in some cases doing different things.

“For example, by bringing together the former education and social work departments into one People Directorate, services are being integrated to better serve the needs of individuals and families. Similarly, in the new Communities Directorate, we have grouped together services for communities, from housing and waste collection to planning and roads, and leisure services to trading standards.

“The reshaping of these services around the needs of the people and communities of Angus is about planning and delivering better, more co-ordinated services, all based on the principle of doing things once, and doing things well.”

It’s panto time - oh, yes it is!

THIS year’s fun-filled panto at Arbroath’s Webster Memorial Theatre is Babes in the Woods, starring Mark Cox – Tam of Still Game and Chewing the Fat fame. This festive treat will be presented by MJ Cox Productions and runs from Monday 9 December to Sunday 29 December.

Book through the box office on 01241 435800.
Care services

Winning recipe to help older people stay at home

Through a range of support, services the council is enabling older residents in Angus to maintain their independence.

The good news is that we’re all living longer – the challenge is to find new ways to care for an increasingly ageing population.

In Angus, we want to enable our older residents to maintain their independence into old age, and retain as much control over their lives as possible.

We know that older people want to stay and receive care in their own homes, and services are being reshaped to reflect this aspiration.

We’re doing this by taking an enablement approach to our social care services – in other words, giving older people the ability and confidence to manage independently rather than providing services to undertake tasks for them.

This can involve a range of support, including the use of technology, the provision of aids and adaptations, and practical help and advice from specialist home care teams.

We are also developing supported housing, such as the recently completed development at Kinloch, in Carnoustie, as a positive alternative to residential care, and now offer a flexible range of respite options.

Home care service manager Susan MacLean explained: “In the past, there was a common assumption that decline in older age was inevitable and that the purpose of community care services was to undertake tasks for older people.

“However, growing evidence revealed that this actually contributed to increased dependency and loss of independence, and it was recognised that we needed to find a new way to help our older population to remain active and productive members of their communities.

“The enablement approach achieves better outcomes for older people, reducing their need for services and improving their capacity to remain independent over a sustained period.”

Case study

Eighty-year-old Bill* has lived independently in his own cottage for many years.

Active and well-liked within his local community, Bill was a familiar figure out and about whether visiting neighbours, or driving into the nearest town for shopping.

However, earlier this year Bill’s health began to deteriorate. He was diagnosed with cancer, and also suffers from angina.

He was admitted to hospital, where he underwent surgery to remove a tumour.

Afterwards, it was clear that Bill would not be able to return home to convalesce without significant help, initially and possibly into the future.

In the past, his options might have been a prolonged stay in hospital, or a move into residential care. However, the way we care for our older residents is changing and this means that the emphasis is on getting people back into their own homes, and supporting them to stay there.

This method is known as enablement, and the council and the NHS work together to provide specialist teams to offer practical support and advice to older people to allow them to remain as independent as possible, for as long as possible.

On his release from hospital, a home care team initially went in to support Bill with personal care twice a day – to supervise and guide where required and give assistance when needed.

They were able to assess which tasks Bill could manage independently, such as making meals, and those which he continued to need support with, such as showering. Within four weeks, the team were able to reduce their support, and Bill now only receives help with showering twice a week.

Practical support also included a financial benefit check to ensure Bill was receiving all the...
ART lovers will be making their way to The Meffan Gallery, in Forfar, which is hosting two major national exhibitions next year.

The Society of Scottish Artists’ exhibition from 18 January to 15 February will showcase the work of its current professional members. The SSA was founded in 1891, and held its first Annual Exhibition in the Royal Scottish Academy.

Famous members have included James Cadenhead, William McTaggart, Barbara Rae, the Scottish Colourists (Cadell and Peploe), and Charles Rennie Mackintosh.

The Meffan will also host a Royal Scottish Society of Painters in Watercolour exhibition from 10 May to 7 June. This is an artist-led organisation that exists to promote the art of watercolour painting in Scotland and beyond.

**Art matters**

**Kinship Carers Support Group is here to help**

ARE you a friend or relative who looks after a child because they cannot be cared for by their parents?

The Angus Kinship Carers Support Group brings kinship carers together to share experiences, offer support, and find out more about local support services.

- **For more information on the group**, call Jackie on 07241 877522/07763842449, or follow the group on Facebook.com/AngusKinshipCarers

How we’re doing

The percentage of people requiring no care services following enablement increased from 54.5 per cent in 2011/12 to 65.4 per cent in 2012/13.

Bill is fortunate to have close neighbours who, with his consent, have been kept informed regarding his ongoing care, and who also provide support with shopping and other tasks.

And Bill’s view of the help he has received from the home care team? “They have been gems,” he said. “Without them I don’t know if I would have managed after I got out from hospital. It’s been great to be able to get back home.”

*Name has been changed to protect privacy.*
The XX Commonwealth Games will take place in Glasgow from 23 July to 3 August 2014, as 4,500 athletes from 71 nations and territories compete in 17 sports, during 11 days of competition.

About 350 of these Commonwealth athletes are expected to compete in the full-bore, clay target, pistol and small bore shooting event at Barry Buddon MOD base, near Carnoustie between 25 and 29 July.

Next year’s Commonwealth Games shooting event at Barry Buddon is proving to be one of the sporting spectacular’s most popular competitions, with fans flocking to buy tickets.

**Angus is just the ticket**

TICKETS for all of the 17 sports at Glasgow 2014 went on sale in August.

By the time the application window had closed in September, it was clear that there would have to be a draw for tickets to some of the more popular events— including the shooting.

That’s great news for Angus and Dundee, as it means that thousands of visitors are planning to come here to be part of the 2014 Games. Angus and Dundee councils are working with the Glasgow 2014 organising committee to make sure that everything is in place to make the shooting event at Barry Buddon an outstanding success.

Local communities have come up with some bright ideas for Games celebrations of their own. New exercise tracks along disused railway lines, inter-town competitions, and a beacon trail to celebrate the Queen’s Baton Relay are just a few!

National funds have been set up to support local games-related activities and projects and get people involved in a whole host of physical activities, from sport to gardening.

Angus is proud to be part of this fantastic sporting and cultural occasion in Scotland, so let’s celebrate it in style by getting together and getting active.

**Queen’s Baton Relay is coming to Angus**

On 9 October the baton carrying HM The Queen’s message started its 190,000km journey from Buckingham Palace through the Commonwealth—288 days later it will arrive in Glasgow, for the opening ceremony of the Games on 23 July 2014... via Angus and every Scottish council area on the way!

So get ready to give the baton a warm Angus welcome on Saturday 28 June 2014 - log on to www.glasgow2014.com/baton-relay for news of who will be carrying the baton and the places it will visit.

**Check out www.angus.gov.uk/games2014 or contact the Angus games team at commonwealthgames2014@angus.gov.uk for more information about our local preparations for the Commonwealth Games and the funds available for local projects**

Left: the beautiful titanium and elm baton, designed by Glasgow-based 4c Design
All the finalists of the Angus Ambassador Awards 2013 have now been selected, with the winners to be announced at a gala awards ceremony on 29 November.

THE FINALISTS ARE:

BUSINESS – SPONSORED BY: ENTERPRISE NORTH-EAST TRUST

Drovers Inn
The Drovers Inn is a restaurant and pub in the village of Memus. It offers contemporary Scottish fine dining in a 60-cover restaurant using local food from specialist producers and suppliers.

Hydrus Energy Engineering Ltd
Hydrus relocated from Aberdeen to Brechin 18 months ago. Its proximity to Montrose Harbour is attracting blue-chip marine engineering customers keen to avoid long delays for port access in Aberdeen City. It offers a turnkey service for design, manufacture and commissioning to the energy sector.

Mor Brewing Limited
Mor Brewing Limited is an Angus brewery established in April 2012 and now supplying 60 pubs, hotels and organisations with its own-brand top-quality real ale.

COMMUNITY – SPONSORED BY: VOLUNTARY ACTION ANGUS

Bob Baldie (Angus Young Engineers)
Angus Young Engineers is a charity providing a recreational facility for youths to participate in socially-enterprising activities, advance youth education through engagement in science, technology, engineering and maths-based activities and to promote responsible citizenship and a sense of community.

Caledonian Railway
The Caledonian Railway is run entirely by a dedicated band of volunteers who give their time and skills to provide one of the most popular tourist attractions in Angus, keeping the spirit of steam alive and maintaining historic buildings for future generations.

Strathmore Christian Fellowship
Strathmore Christian Fellowship is an independent local church whose volunteers operate a café called Bridges in the centre of Kirriemuir, the Angus Foodbank and large community events, including a fun day.

CULTURE – SPONSORED BY: ANGUS HERITAGE

James Dunbar
James is a local artist who finds inspiration for his watercolours in the Angus landscape. He has successfully exhibited his work in national and international galleries.

Gleddhraich Celtic Rock Band
Formed at Carnoustie High School, this Scottish rock/bagpipe band now plays at national events including London 2012, the Scottish Golf Awards and Dundee Festival of Remembrance.

Montrose Music Festival
The Montrose Music Festival is a non-profit volunteer organisation, dedicated to promoting free live music of all styles and genres, and at all levels, in Montrose and surrounding areas.

INTERNATIONAL – SPONSORED BY: FORBES OF KINGENNIE COUNTRY RESORT

James Arnott (Coul Angus)
Aberdeen-Angus breeder James Arnott, of Mains of Coul near Kirriemuir, has a world championship herd and encourages the expansion of Angus cattle herds around the world. The herd logo ‘The Coul Bull’ is now becoming established in Canada thanks to James’ efforts.

Caletech International Ltd
Caletech is a leading provider of business and management technology software solutions across Scotland, North America, Canada and Australia. The company is based in the business centre in Forfar.

Matrix International Ltd
Matrix International, established in 1999, operates from Brechin in the global power transmission industry. It has a presence in the European, American and Asian Pacific markets.

TOURISM – SPONSORED BY: PIPERDAM GOLF AND LEISURE RESORT

Arbroath SeaFest
The Arbroath SeaFest event has been running successfully since 1997, with this year the most successful yet, attracting 28,000 visitors over one weekend.

Caledonian Railway
The Caledonian Railway was formed by a group of steam railway enthusiasts in 1979. By purchasing its own steam locomotive officially licensed ‘Thomas the Tank Engine’, its ‘Day out with Thomas’ events this year have been its most successful yet, attracting 62% advance bookings alone mostly from visitors to Angus. Visitor numbers have increased year on year to 14,800 in 2012.

The Hideaway Experience
The Hideaway Experience specialises in five-star experiences for couples looking for privacy, intimacy and a little bit of decadence. Born from farm diversification, it offers great customer experience.

YOUTH – SPONSORED BY: ANGUS COLLEGE

Jessica Baillie
Jessica, from Letham, has been a Highland dancer since the age of five. She is the only dancer to have won both the Scottish National Championships and the Scottish Championships category at the gathering for the first time next year.

Fairlogie Business Planning Group
The students of Carlogie Primary School run a monthly Fairtrade café called Fairlogie at their local church. Profits are used to benefit charities and promote Fairtrade.

John Kerr
Kerr’s Miniature Railway has been an important part of Arbroath since 1935 and is now managed by the grandson of its founder. John officially took it over when he was 16 years old, having first learned to drive the trains at a young age.
Get out of a crisis with help from the welfare fund

ANGUS residents who are facing crises in their lives, or who need help to live independently within the community, can apply to the council for financial assistance.

The council administers the Scottish Welfare Fund in its area. Introduced in April, the new fund is mainly for people on benefits and provides two types of grant: Crisis Grants and Community Care Grants.

A Crisis Grant is to help someone if they are in crisis after a disaster or emergency. A crisis could occur because of a disaster like a fire or flood, or an emergency such as losing all your money or having to visit a sick child in hospital.

A Community Care Grant is to help a person with the things they need to live independently in the community, either when they are leaving care or to prevent them having to live in care. It can also help if they are struggling to provide a safe and secure home for their family.

Since the introduction of the fund, the council has awarded 607 Crisis Grants, totalling £38,325, and 89 Community Care Grants worth £64,680 to the end of August. In delivering the service, the council also works with local furniture recycling charities and food banks to support people who need assistance.

For more information, or to apply, contact ACCESSLine on 08452 777 778. You can also apply online at www.angus.gov.uk/scottishwelfarefund

“Redford Homes are really looking forward to renovating the exterior of Glengate Hall to its former glory”

Lorna Redford
The historic centre of Kirriemuir is getting a makeover. The Wee Red Town is receiving a £1.1 million boost to bring some of its most notable buildings back into use.

The council has joined forces with Historic Scotland to fund improvements to the properties, in the town’s conservation area. As part of the bid proposal, Angus Council was required to identify priority projects which would qualify for funding. These were buildings which were of architectural or historic interest and were either vacant or partially vacant.

Buildings already identified for enhancement include properties at 1-3 Roods; the warehouse/store to the rear of Ogilvy’s Close; Glengate Hall; and the former Airlie Arms Hotel.

Under the Conservation Area Regeneration Scheme (CARS), small grants will also be available to property owners for shop front and other external improvements. Funds may cover up to 85 per cent of eligible works to a maximum of £20,000. Pick up a Small Grants Scheme application pack at Kirriemuir Library or ACCESS office.

This regeneration project follows similar successful schemes managed by the council in Arbroath and, most recently, in Brechin, where a number of projects were undertaken to revitalise and regenerate the town centre.

These included the transformation of the listed Merchant’s House, which was transformed into two stunning townhouses for rent. The council aims to replicate that success in Kirriemuir, and a steering group has been formed with the three local councillors and community representatives, to ensure local involvement on how the scheme is developed and to keep local people informed of its progress. This initiative will also provide training opportunities for local employers, enabling those who work in the construction sector to develop their specialist skills in dealing with historic properties.

Glengate Hall revamp One of the biggest projects will be the transformation of Glengate Hall into affordable housing. The building was originally home to the North Free Church, before becoming the hall for the nearby St Ninian’s Church.

CARS funding will contribute towards the exterior revamp, and the Scottish Government’s Empty Homes Loan fund will enable the interior to be redeveloped into flats. Developer Lorna Redford said: “I would like to thank the team at Angus Council for their help and support in getting this exciting project off the ground. “Redford Homes are really looking forward to renovating the exterior of Glengate Hall to its former glory.

“We are converting the interior of the hall to nine one and two-bedroom apartments for rental in the social housing sector for the residents of Kirriemuir and the surrounding area. “I would like to apologise in advance for any disruption the refit will cause, but we hope that when local residents see the fantastic results, it will all have been worthwhile.”

CARS officer Karen West is the dedicated CARS officer, who has been appointed to administer the regeneration project fund.

Karen will be available for meetings at Kirriemuir ACCESS office.

She said: “I am excited to be taking up this position and look forward to working with the Kirriemuir community to restore many of the fine buildings in the town’s historic centre.”

KIRRIEMUIR grew up around the church, and the Roods was probably the first part of the town subject to town planning in the 12th or 13th centuries.

In 1459, the town was made a Burgh of Barony, mirroring the growing power of the House of Douglas – the Earls of Angus – who controlled the barony. The rights and privileges were different to those of a burgh town. Kirriemuir – the only Burgh of Barony in Angus – had no right of foreign trade, but was allowed weekly markets, craftsmen, the power to buy and sell, and a market cross.

After a royal mandate in 1552, officials in Dundee could protect their trading interests. They banned trading in Kirriemuir and seized goods of offenders. This indicates it was already increasing manufacturing output.

The textile industry has been a crucial source of employment for centuries. Handloom weaving in cottages gave way to textile factories in the 19th century. A school was located by 1589 and a post office in 1715.

The townscape is unique and retains much of its character today, with clear evidence of the soft red sandstone synonymous with the Wee Red Town.

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Take an hour to get ready for winter

Follow our seasonal tips and advice for putting sensible plans in place now so that you and your community are completely prepared to weather the storms when the cold snap blows in.

This year, everyone across Scotland is being encouraged to ‘take an hour’ and prepare for all kinds of severe weather.

As we know, severe weather can occur at any time of year, but is most likely to happen during the winter months.

Whether at home, in the community, or on the move, we all need to consider the risks, and consequences, of severe weather and how we – and the people we live and work with – could be affected by it.

Don’t wait until it happens. By taking just an hour, you can do the things that will keep you, and those around you, safe this winter. Visit www.readyscotland.org for tips and advice.

As well as individuals helping themselves, by ensuring they are prepared at home and on the move, communities can also collectively prepare for risks like severe weather or flooding.

There are lots of easy ways you can do this, either by supporting some of the work already happening in your area, or by looking to establish something new, such as a Community Emergency Plan.

How communities organise themselves to prepare for weather emergencies can make a big difference. They can make that difference by coming together to support each other.

As the council’s resilience manager, Jacqui Semple, explains: “This isn’t about doing the job of the emergency services. It’s all about supporting your local community and those in it by making sensible preparations and using the skills and knowledge that the community has.

“Past incidents have shown that people already support and help each other during times of need.

“Simple activities like getting together to clear snow and ice from paths, or offering a helping hand to neighbours who might become vulnerable in an emergency, can make all the difference.

“A Community Emergency Plan builds on this existing support network, bringing people together to think about how they can work together and put plans in place to cope better when an emergency happens.”

There is lots of information and support available on how you and your neighbours can work together to prepare your community. Just visit www.readyscotland.org/my-community or contact Jacqui via ACCESSLine on 08452 777 778.

Winter roadshow

A national roadshow will support the Ready for Winter campaign again this year.

The roadshow will visit key locations to provide the public with information and advice on being prepared for all kinds of severe weather.

Visitors to the roadshow will also be offered freebies such as fridge magnets, LED key rings, ice scrapers, torches and foil blankets.

In Angus, the roadshow will be at Morrisons supermarket, Hume Street, Arbroath, on 19 November, and Tesco, Castle Street, Forfar, on 20 November.
Don’t miss a click for latest news
During severe weather, information on council services will be available at www.angus.gov.uk/winterwatch. We’ll also keep you updated via Twitter@anguscouncil, or Facebook.com/anguscouncil. Sign up to follow us on social media now and ensure you are alerted to the latest weather news.

Read all about our challenge!

If your family enjoyed this year’s Creepy House Tesco Bank Summer Reading Challenge and the Bookbug Library Challenge, then your local library is planning something special to keep them reading throughout the winter too.

The challenges in the summer holidays were more successful than ever, with 894 children completing them. In addition, nearly 200 children joined their library to take part in the challenges. To build on this success, our libraries have created a new challenge just for Angus boys and girls and it’s coming soon!

Keep your eyes peeled for Rocket Through Reading, launching January 2014 in an Angus library near you. Or you can follow Angus libraries on their new Facebook page, for all the latest book news and events.

Hours of cover
During severe weather, the council works hard to keep roads and footpaths free from snow and ice. However, there is not continuous and complete cover during these times as a limited number of vehicles cannot be everywhere at the same time and vehicles also have to refill with salt and fuel.

<table>
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<th>Category 1 roads</th>
<th>Category 2 roads</th>
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The A90, which is a trunk road, and the A92 in Angus, are treated 24 hours by Bear Scotland.

Roads
We maintain 1100 miles of roads and associated pavements, and in a typical winter, spend more than £2.2 million to tackle the elements.

This year, we’ve looked again at how priority – or category 1 – routes are treated during a cold snap. Priority routes carry most traffic and are treated before all other routes. They are also kept open, or opened up, before other routes during prolonged periods of snow.

We studied our priority routes to determine how they could be treated more efficiently by taking into account distance from depots and lengths of the roads, resulting in some changes being made for this year.

This might mean that you see gritters down your road at different times than you have in the past, but the hours of cover for these priority routes remain the same.

In preparation for winter, we have 19,000 tonnes of salt in stock and around 69 items of specialist plant, from snow blowers to pavement tractors.

For more information on the roads winter maintenance programme, and to find out which category your local roads falls under, visit www.angus.gov.uk/wintermaintenance.

As ever, we’ll be asking residents to support our efforts and to make use of the 600 grit bins provided throughout the county to treat your streets and pavements. If your grit bin needs topped up, call ACCESSLine on 08452 777 778.

How we’re doing
The number of new literacy/numeracy learners has increased from 843 in 2011/12 to 1012 in 2012/13. There has been a significant increase in learners referred by Job Centre Plus and other agencies. Although these learners are working on employability skills, they also have learning needs in terms of literacy.
The future’s bright for apprentices

Modern apprenticeship opportunities, which are great for launching careers and boosting the workforce, are available across Angus.

AN enthusiastic and well-trained workforce is vital for the future economic success of Angus. From mechanics to admin staff to social carers, young people in the county are being helped into the jobs market through the council’s Modern Apprenticeship programme.

Modern apprenticeships are available in a wide range of vocational areas, both within the council, and with a number of private sector employers. This year, the council formally expressed its support for young people by signing up to offer 30 modern apprenticeship opportunities across the authority.

The council’s Towards Employment team is responsible for the programme in Angus. The team can help employers with the recruitment of modern apprenticeships and support them throughout the delivery of their training.

Employability co-ordinator Christina Dakers said: “In Angus, more young people leaving school are going on to a positive destination, principally in further and higher education.

“However, our statistics show that fewer young people than the Scottish average are entering training or employment. We’re working hard to give our young people opportunities to enter the workplace.

“For an individual, becoming a modern apprentice is a great way to kick-start any career. You learn on the job, receive invaluable practical experience and work towards an industry-recognised vocational qualification, while getting paid.

“For employers, benefits can be gained from a skilled and productive workforce and the ability ‘to grow their own’ within the workplace.”

Modern apprentice opportunities can be advertised at any time across the year – so make sure you sign up to www.myjobscotland.gov.uk/angus for alerts.

Modern apprenticeships are mainly aimed at young people between 16 and 19. If you’re over 25 you can still apply for a Modern Apprenticeship, but your employer may have to pay for the cost of training, depending on the sector and modern apprenticeship selected.

For more information, contact the Towards Employment team on 01241 438160, or visit www.angusahead.com/TET

More than 100 people were supported by the Towards Employment team in 2012/13. Those that progressed into a positive destination including employment, further and higher education rose from 40 per cent to 44.7 per cent.

YOUNG people are being offered on-the-job learning and training at Arbroath Medical Centre through the council’s Modern Apprenticeship programme.

Since taking on its first Modern Apprentice in 2009, the centre is now in the process of recruiting its fifth – with all previous apprentices still working at the centre.

For more information, contact the Towards Employment team on 01241 438160, or visit www.angusahead.com/TET
**Frequently asked questions**

**FOR APPLICANTS**

What are modern apprenticeships?
Modern apprenticeships offer people over 16 paid employment combined with workplace training and off-the-job learning.

What will I get paid?
As a minimum, you can expect to get £2.68 per hour by your employer. If you are employed by the council, this will be at least £3.72. This applies to 16-19 year olds.

What type of opportunities do you have?
There are a wide range of modern apprenticeships available:
- Business administration
- Customer service
- Accounts
- Social care
- Horticulture
- Greenkeeping
- Agri-engineering
- Motor vehicle repair and maintenance.

When do I apply?
Vacancies are advertised throughout the year, however, the Towards Employment team would be happy to hear from you at any time to offer help and guidance.

**FOR EMPLOYERS**

Can you help me find the right apprentice?
We can help you through all stages of the recruitment process. This includes first stage contact and selection of candidates.

How does my modern apprentice receive training?
Some modern apprentices are assessed in the workplace while others may be required to attend college. The Towards Employment team can advise and organise training on your behalf.

Can my existing employees become modern apprentices?
Yes. You do not have to take on new employees to benefit—although many employers go on to create new modern apprenticeship places to further strengthen their workforce.

Centre manager Pam Kirkpatrick said: "Around four and a half years ago a leaflet/flyer came into the centre highlighting the Modern Apprenticeship Programme. Following a discussion, it was agreed to follow up and make further enquiries.

"It was as easy as a phone call. A member of staff from the council’s Toward Employment team came into the centre and explained in straightforward detail the benefits both for the young person as well as the medical centre.

"It was a learning curve for us, but the team was there for support and guidance throughout the whole process of the apprentice’s training.

"Because the whole experience was so positive, and the apprentice fitted in so well to our working procedures and processes, the apprentice was offered a permanent contract.

"We have since enrolled a further three apprentices with our fourth apprentice starting within the next few weeks."

As well as gaining work experiences, all of the Modern Apprentices with the centre have gained their Level 2 SVQ in Administration with all either having gained the Level 3 in Administration or are currently working toward it.

"What the apprentices themselves say:
- "The qualification in Administration Level 2 SVQ that we were working towards related entirely to the workplace tasks that we were gaining in the centre. We were also given excellent guidance and support with this from our Towards Employment team assessor."
- "I had considered college and university, but wanted to gain practical work experience. With the majority of vacancies I had applied for, employers were looking for people with experience. The apprenticeship programme has given me work experience, a qualification, a job and a wage."

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A NEW approach to kerbside recycling piloted in selected areas of Angus since September last year has proved such a success it's to be rolled out across the county.

The trial involved 5200 households in selected areas of Carnoustie and Arbroath, and the rural areas of Ballumbie, Wellbank, Kellas, Bucklershead, Newbigging and Monikie.

Residents were asked to use their grey bin – used for general waste – for the collection of glass, plastic bottles, plastic containers, cans, paper and cardboard.

A smaller purple bin for general waste and a brown food waste caddy were supplied.

The provision of a larger recycling bin and a smaller general waste bin reflected the larger proportion of waste that can be recycled.

Thanks to the support of Angus residents in the pilot area, there was a 40 per cent drop in the amount of general waste collected in the trial area and the recycling rate has soared from 18 per cent to 55 per cent.

Introducing the scheme across the county will make it easier for all householders to recycle a wider range of items from home. It will also enable the council to meet tough Scottish Government recycling targets and legislation.

The roll out is due to start from next year, but exact timescales are still to be confirmed. We'll keep you updated through council publications such as Angus Life, the council's website at www.angus.gov.uk, and through our posts on Twitter @anguscouncil and Facebook/anguscouncil

Recycling roll out

Angus kerbside bin pilot sees a significant drop in general household waste and is now set to be adopted across the rest of Scotland

HOW WE'RE DOING

OUR waste recycling rate has dropped from 39.14 per cent in 2011/12 to 37.71 per cent in 2012/13. This could be due to a number of factors – changing consumer trends as less paper and glass in recycling, and the closure of the waste to energy plant DERL.

The roll out of the recycling pilot across Angus will lead to a significant increase in the amount of waste recycled.

New business recycling rules

EVERYONE has to play their part in helping Scotland become a zero-waste nation.

While householders have been getting used to separating items for recycling for some time, businesses will now also have to get on board.

From 1 January 2014, all businesses must recycle metal, plastic, glass, paper and card.

Food businesses – except those in rural areas – which produce over 50kg of food waste per week must present it for separate collection from the same date.

This requirement will be extended to all food businesses which produce more than 5kg of food waste per week from 1 January 2016.

Businesses which do not comply with the new regulations risk a fine.

Iain Gulland, director of Zero Waste Scotland, said: “With the countdown to regulations now under way, it’s important that Scottish businesses work towards compliance.

“The regulations are designed to enable businesses to further reduce waste, enable the recycling of quality materials, and be more resource efficient – all offering the potential for business cost savings and wider economic opportunities.”

Businesses can get more information on the new recycling rules at www.resourceefficientscotland.com/regulations

For information on any aspect of recycling in Angus email commwaste@angus.gov.uk or contact us on 08452 777 778.
Help stop the scammers

Angus Council has launched a zero tolerance campaign against scammers who prey on our vulnerable citizens – and you can help. By working together, we can protect friends and family from falling victim to financial fraudsters.

You can help by:

- Keeping an eye on vulnerable family and friends
- Looking out for lots of junk mail offering a prize draw or unwanted nuisance telephone calls
- Putting up a Doorstoppers sticker and reporting any suspicions you might have via ACCESSLine on 08452 777 778

For updates on scams and advice, sign up to Twitter @ScamFreeAngus or visit www.aapc.org.uk/scamsinformation.cfm

Working together to keep our communities safe
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Wards

1. Kirriemuir & Dean
2. Brechin & Edzell
3. Forfar & District
4. Monifieth & Sidlaw
5. Carnoustie & District
6. Arbroath West & Letham
7. Arbroath East & Letham
8. Montrose & District

Your councillor can be contacted at:
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Tel: 01307 473000 Email: members@angus.gov.uk
Further details can be found at www.angus.gov.uk

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