

# DYW

**AYRSHIRE**

Developing the  
Young Workforce



A decade of impact:  
How DYW Innovative  
Projects Are Shaping  
Tomorrow's Workforce

# Introduction

Over the past decade, DYW Ayrshire, funded by the Scottish Government, has played a pivotal role in creating new transformative opportunities for education–industry collaboration across the region.

Through targeted funding and a strong commitment to innovation, we have supported a wide range of projects designed to better prepare young people for the world of work, respond to evolving labour market needs, and strengthen links between employers and schools. In collaboration with support from Ayrshire College and East, North and South Ayrshire Councils we have given young people in Ayrshire a more vocational opportunity to develop new skills and qualifications in a more practical manner.

To date DYW Ayrshire has invested over £1,000,000 of project funding to create these opportunities. This report provides a summary of the innovative projects funded by DYW Ayrshire over the last ten years, highlighting the breadth, creativity, and impact of this investment. From pioneering sector-specific initiatives and employer-led programmes to inclusive pathways that support under-represented groups, these projects reflect a sustained focus on practical skills, real-world experiences, and meaningful employer engagement.

Collectively, the projects outlined in this report demonstrate how innovation, partnership, and local insight can drive positive outcomes for young people and employers alike. As DYW Ayrshire marks a decade of funding innovation, this summary not only captures what has been achieved but also illustrates the foundations laid for future collaboration and continued improvement in developing the young workforce across Ayrshire.

Gillian Longmuir  
DYW Ayrshire Regional Lead.

# DYW

## AYRSHIRE

Developing the  
Young Workforce

*south*  
**AYRSHIRE**  
COUNCIL  
Comhairle Siorrachd Àir a Deas

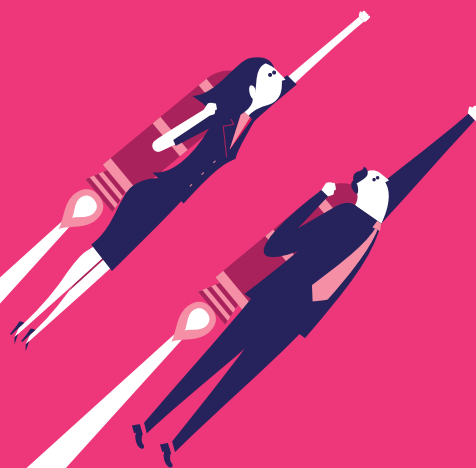
  
North Ayrshire Council  
Comhairle Siorrachd Àir a Tuath

  
East Ayrshire Council  
Comhairle Siorrachd Àir a Ear

**Ayrshire**  
College 

# Innovative Projects

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# Projects Funded

Since our inception in 2016, we are proud to have supported a total of 181 innovative projects across Ayrshire. This includes 167 projects developed within schools and 14 projects developed in partnership with community organisations.

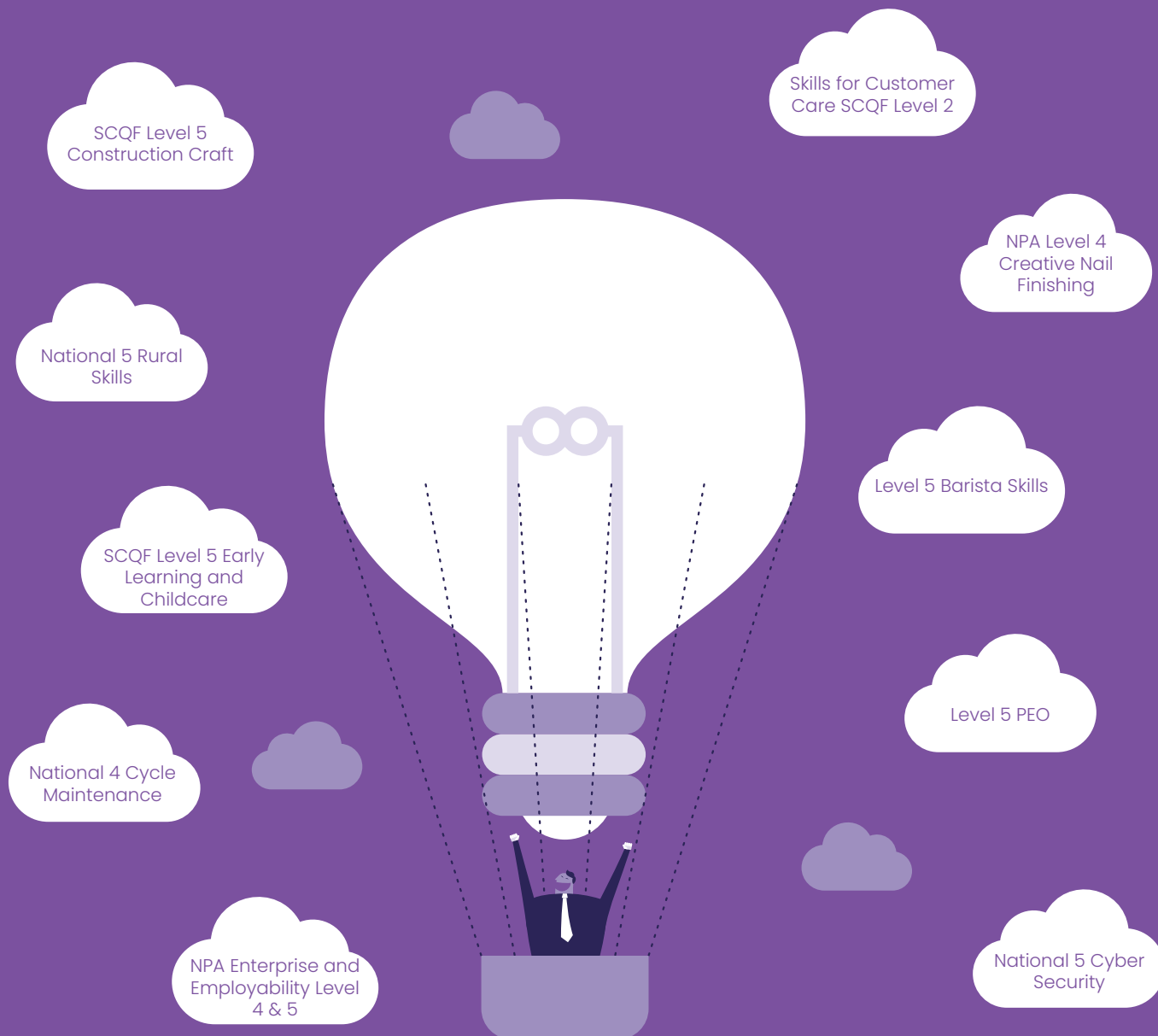
These initiatives continue to provide young people with valuable opportunities to engage in vocational learning and develop enterprise skills within a supportive educational environment. They offer meaningful alternative pathways for those who may not thrive within a purely academic curriculum, enabling participants to work towards industry-recognised certifications and SQA qualifications that equip them with the skills and credentials needed to succeed beyond school.

Throughout this report, you will see logos representing each project. These have been individually designed and branded by pupils in each school.



# Evidencing Impact

Over 5,000 qualifications delivered:



# Visitor Economy

The visitor economy is a key sector within the Ayrshire Growth Deal, driving job creation, economic growth, and inward investment.

Through the projects outlined below, pupils are developing the skills and gaining the qualifications needed to excel in careers aligned with this expanding sector.

The skills pupils are learning within these projects include teamwork, communication & customer service.

The qualifications pupils are gaining include SCQF Level 5 Barista Skills, SCQF Level 4 Practical Cookery, Food Preparation, NPA Enterprise and Employability AT SCQF Level 4, 5 & 6, SCQF Level 4 Skills for Customer Care & NPA SCQF Level 6 Events.

- Barista
- Cake Craft
- Smoothie Bar
- Events Management
- Community Cinema
- Community Shop
- Domestic Services



**1,904**

qualifications  
have been  
delivered



view videos  
[here](#)



Displayed below is the project branding, collaboratively designed by pupils at each school.







# Built Environment

The Built Environment continues to be an important sector within Ayrshire, it provides the physical foundation and infrastructure necessary to facilitate economic growth, attract investment and create jobs to help support key growth sectors from the Ayrshire Growth Deal.

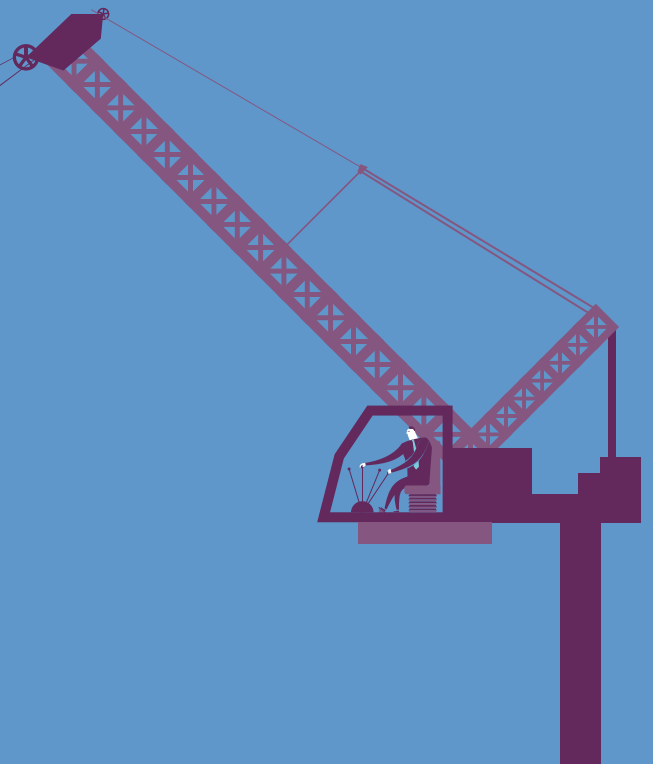
November 2025 saw the first of its kind with the inception of Heritage Roofing at Prestwick Academy. Ayrshire faces a well-evidenced shortage of young, skilled construction workers. The project responds to that gap by embedding real-world training and employer collaboration, providing a talent pipeline directly into roofing and allied trades.

Skills pupils learn within these projects include tool use, materials handling, health & safety, project planning, teamwork and communication, digital skills for portfolio and career progression, creative marketing and construction social media platforms.

The qualifications pupils are gaining include NPA Construction Skills at SCQF Level 5, National 4 & 5 Construction Skills, Health & Safety Awareness, CSCS Card prep.

These Projects include:

- Construction
- Heritage Roofing



Displayed below is the project branding, collaboratively designed by pupils at each school.

**CRAFTY** >>>>>>>>  
**CONSTRUCTION**

**FutAyr**  
**BUILDING** • 00

**CRAFTY** >>>>>>>>  
**CONSTRUCTION**  
INNOVATIVE • CREATIVE • DIFFERENT

**FUTURE**  
**ROOFING**  
PRESTWICK  
CONFIDENCE THROUGH TRAINING

ST JOSEPH'S  
**COMMUNITY**  
**CONSTRUCTION**  
creative and eco-friendly

**Stewarton**  
CONSTRUCTION



# Engineering

Engineering sectors contribute significantly to Ayrshire's economy. Strengthening engineering capabilities ensures these sectors have a pipeline of skilled workers.

Engineering based projects provide pupils with practical, vocational and technical skills preparing them for careers in high-demand industries.

Skills pupils learn in these projects include design and drafting, problem solving, critical thinking, attention to detail, creativity adaptability & Health and Safety Awareness.

The qualifications pupils are gaining include National 5 Practical Metalworking & SVQ Performing Engineering Operations SCQF Level 5.

These projects include:

- Practical Electronics
- Practical Metalwork
- PEO
- Bicycle Repair



Displayed below is the project branding, collaboratively designed by pupils at each school.



# Health & Wellbeing

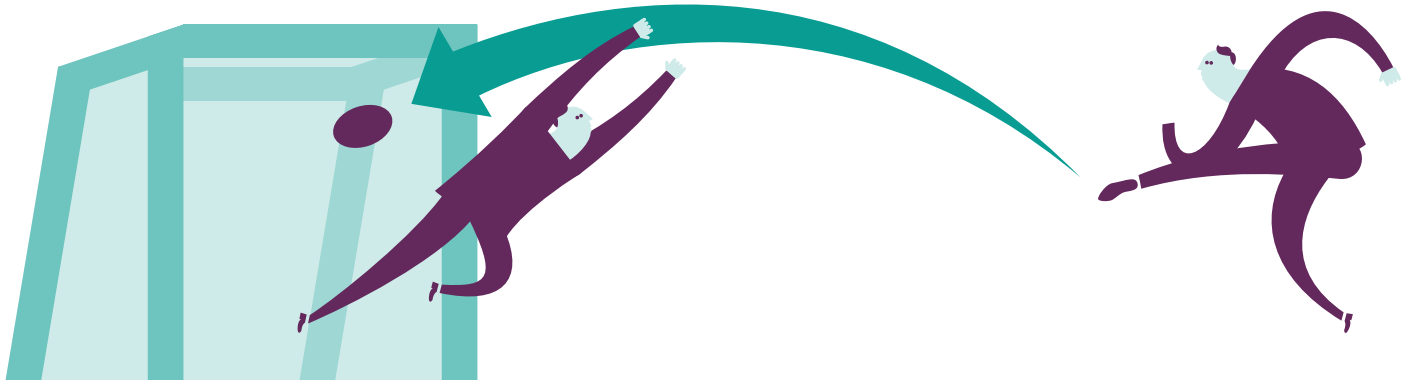
Health & wellbeing plays an important role in supporting the wellbeing and quality of individuals and communities.

As demand for care continues to grow, the sector offers stable employment and diverse career pathways.

In 2025 we saw the first of its kind with the introduction of a Health Sector project being launched at Kilmarnock Academy. This project was developed to prepare young people for working in the health sector and develop employability skills valued by employers. Young people will develop a range of skills and knowledge required for this sector. Along with gaining a vocational qualification in SCQF Level 4 or 5 – Skills for Work: Health Sector. Young people will also be given the opportunity to investigate a range of job roles and career opportunities.

The projects include:

- Health Sector
- Sports Coaching



Displayed below is the project branding, collaboratively designed by pupils at each school.

KYLE  
**Coaching**  
ACADEMY

THE  
**Rugby**  
COACHING  
ACADEMY

QMA PE  
**LEADERSHIP**  
ACADEMY  
Leading • Coaching • Inspiring



# Childcare

Childcare is an essential sector in the economy because it supports both immediate economic activity and long-term growth.

By enabling parents to participate fully in the workforce. This sector also contributes directly to the economy by creating jobs and generating income within local communities. Beyond its short-term impact, childcare plays a critical role in developing education and skills development. High quality childhood education improves cognitive and social development.

Within these projects young people are able to develop the knowledge and skills of employment opportunities within Early Education and Childcare as well as gaining qualifications in either National 4 & National 5 Early Learning and Childcare.

These projects include:

- Child Care



Displayed below is the project branding, collaboratively designed by pupils at each school.



# Creative Industries

Creative Industries play a vital role in driving economic growth, generating employment and fostering innovation across sectors.

These strengthen cultural identity and enrich community life and enhance the visitor economy. As one of the fastest growing sectors, creative industries also develop essential digital and creative skills, supporting future workforce needs and contributing to a vibrant economy.

These projects include:

- Digital Media
- Fashion & Textiles
- Pottery
- Upcycling
- Music Technologies



**279**

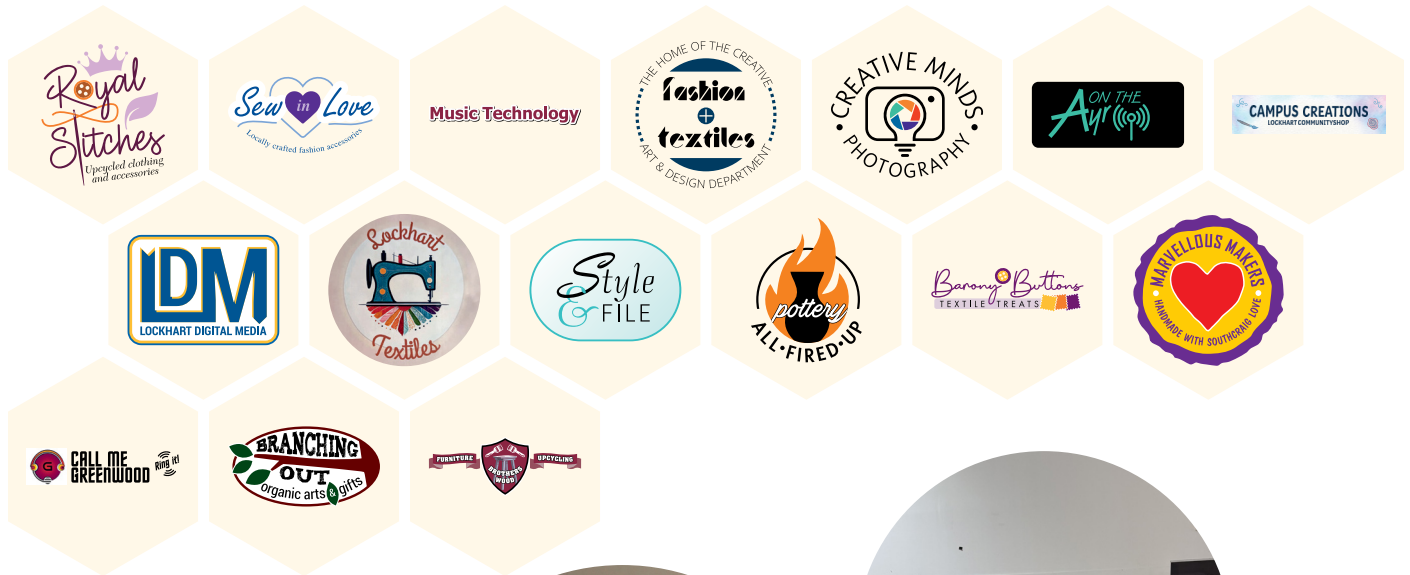
qualifications  
have been  
delivered



view videos  
[here](#)



Displayed below is the project branding, collaboratively designed by pupils at each school.



# Hair & Beauty

Hair and beauty salons play an important role in the economy because they create steady jobs, support small business growth and encourage local spending.

Most salons and barbershops are independently owned, which helps keep money circulating within communities and strengthens local economies.

Because people regularly need haircuts, grooming and beauty services these businesses generate consistent consumer spending that contributes to economic stability. In addition, salons often serve as community hubs and support larger sectors such as fashion, film and tourism.

These qualifications include an industry standard certificate, VTCT Level 1 Nail Treatments, NPA Level 4 Creative Nail Finishing, SQA Level 4 Personal Development, NPA Manicure and Pedicure & Hair, Beauty and Make-up Portfolio Presentation.

These projects include:

- Hair & Make-up
- Nail Bars



Displayed below is the project branding, collaboratively designed by pupils at each school.



# Rural & Horticultural

The rural sector represents a key sector of Ayrshire's labour market, making a substantial contribution to the region's economy, workforce and overall identity.

Ayrshire includes numerous rural communities and remote areas, which play a key role in sustaining local employment and economic activity, these areas support a range of industries. Recognising the importance of rural employment is essential for providing diverse career pathways and supporting the retention of skills and talent within these communities.

Skills pupils learn in these projects include horticulture & gardening, environmental conservation, business management, marketing & sales, teamwork, communication, adaptability & physical resilience. The qualifications pupils are gaining include NC SCQF Level 4 & 5 Rural Skills & NPA Beekeeping SCQF Level 5.

These projects include:

- Rural
- Beekeeping



Displayed below is the project branding, collaboratively designed by pupils at each school.



# Cybersecurity

Cybersecurity is an important sector because it protects the digital systems that people, businesses and governments rely on every day.

It helps prevent hacking, fraud, and data theft, keeping personal information and financial systems safe. Strong cybersecurity also supports national security by defending critical infrastructure from cyberattacks. As cyber threats continue to grow, the demand for skilled cybersecurity professionals increases, making it a vital and fast-growing part of the economy.

The qualifications young people can gain in these projects include SCQF Level 4 Ethical hacking, SCQF Level 4 Data Security, NPA Level 5 & 6 Cyber Security, National 4 & 5 Cyber Security & Level 7 Pathway to UWS.



**77**

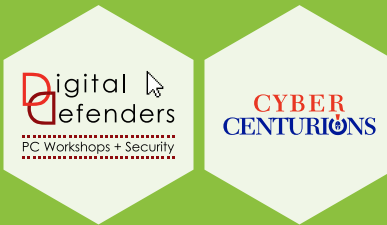
qualifications  
have been  
delivered



view videos  
[here](#)



Displayed below is the project branding, collaboratively designed by pupils at each school.



# Credit Union

This innovative project was conceived as a response to the closure of the local town's high street banks.

The facility was open to local residents, providing them with vital services such as savings and loans.

Pupils learned about employability skills and financial knowledge within this project. They also work towards qualifications in customer service and literacy and numeracy.



Displayed below is the project branding, collaboratively designed by pupils at each school.



# Real Stories Real Impact

The journey of young people through DYW Projects

## Lockhart Campus

The Developing Young Workforce (DYW) projects at Lockhart Campus provide students with essential hands-on vocational training designed to build skills for life and work beyond school.

Our DYW projects are funded by Developing Young Workforce Ayrshire, and a number are supported by staff from the Ayrshire College. The Campus offers a wide range of DYW streams giving our pupils practical experience in areas like the Lockhart Coffee Shop, Campus Cakes, Bee Kind Beekeeping, Lockhart Digital Media, Lockhart Hair & Beauty and many more.

Through working on vocational based learning and engaging in enterprise, pupils develop crucial attributes such as communication, confidence, commitment, and resilience. This unique approach empowers our young people, resulting in a noticeable increase in their self-esteem and motivation as they acquire a wide range of valuable, transferable skills.

**John Herd, DHT Lockhart Campus**



# Skills, Strength & Success: Lewis' Award Winning Journey

Lewis attended Lockhart Campus for his secondary education.

A motivated, sociable, kind and committed pupil he however found learning difficult even within the supportive, inclusive and adaptive environment of Lockhart. His engagement with learning was low. He showed a keen interest and talent in practical activities relating to the outdoors. Utilising our DYW capacity, adapting his education and timetable Lewis undertook learning in the outdoor area and classroom in his senior phase - becoming an invaluable member of our outdoor learning team.

This enabled Lewis to gain qualifications in: Skills in Horticulture and Agriculture, Woodwork, Practical Crafts, Communication and Literacy skills, Maths and Numeracy skills.

His successful journey culminated in securing a position with the North Ayrshire Streetscene Skills Department, where he is now applying the skills, he developed in his chosen future career. Lewis was awarded North Ayrshire Council's Modern Apprentice of the Year in November 2025.



# MIA SECURES COLLINS APPRENTICESHIP

At Kilmarnock Academy, there has always been a collective effort from all of the team to assist pupils in their leaver journeys to the best of our ability.

This starts from as young as S1 where all learners become familiar with My World of Work. In S2 where they receive Employability inputs from Barclays and attend taster sessions at Ayrshire College. Up to S4 where they can go on Work Experience placements and complete application forms culminating in in-house and external mock interviews.

Conscious of the Ayrshire Growth Deal and imbalances within specific sectors of the job market, we are keen to encourage and support students in these areas. Mia, an S5 pupil, was determined to pursue an Engineering Apprenticeship, and was one of 10 to be successful out of many hundreds with Collins Aerospace.

Collins have been an excellent partner to the school and ambassador by annually attending our Careers Fair, supporting the introduction of Performing Engineering Operations (PEO) into the school and assisting the Technologies faculty in many areas such as with the Quadcopter Challenge where the S3 team reached the National finals last session.

**Cameron McClurg, DYW Coordinator Kilmarnock Academy**

We interviewed Mia and asked her some questions:

**Why did you wish to pursue a career in Engineering?** It was always something I wanted to do from a young age. Some of my family had worked in the aerospace industry so I was exposed to what goes on in the field and found it intriguing. I believed going into Aeronautical Engineering would be a great opportunity for me to possibly inspire and introduce more young women into Aviation.



**How do you see your career progressing?**

Engineering is the first step in my career, I am currently working on the workshop floor and I believe this is the best approach to understand how everything works and pieces together, especially from a young age. I'm fortunate enough to be the youngest female in Collins Aerospace. I want to expose myself to different functions throughout the next years and hopefully all that will pay off as I aspire to go into management one day.



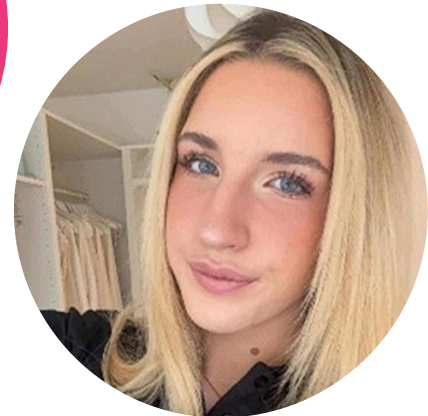
**How did the school support you in this journey? I**

was always told to keep my teachers up to date about any progression I had during my application. Mr Cowan, my Guidance Teacher was always very supportive and positive. They encouraged me a lot and assured me that I would do well as I had shown ambition and determination from first year. Every subject I picked since I started in the academy was based around my aspirations to work in Engineering and I am thrilled to have made it this far. The support system was really good up until I left school!



**Mr McClurg, Principal Teacher**

of Developing the Young Workforce within the school said, *"We are all absolutely delighted for Mia and wish her all the best. She will be well looked after at Collins Aerospace and Gillian and the team there are fantastic! We are hoping that this example will inspire others to consider the Apprenticeship route and in this case tackling the gender imbalance in relation to women in engineering. There are a many great opportunities out there for young people and we are grateful to all the companies for providing these and supporting our pupils career journeys".*



# TYLER'S ENGINEERING APPRENTICESHIP

At Auchenharvie Academy, we take pride in supporting all pupils in their journey beyond school. From early engagement in S1 with My World of Work, through Employability sessions in S2, taster experiences at Ayrshire College, Work Experience in S4, and application and interview preparation both in-house and externally.

With the Ayrshire Growth Deal highlighting growing opportunities across engineering and technical sectors, we continue to encourage young people to explore these pathways and equip them with the skills and confidence to succeed.


Tyler, a recent pupil, has shown a clear passion for Engineering throughout his time at school and has recently applied for an engineering apprenticeship—a pathway he has been determined to follow for several years.

**David Marwick, Auchenharvie Academy**

We spoke with Tyler about his journey so far:



**Why do you want to pursue a career in Engineering?** I've always enjoyed problem-solving and practical, hands-on work. Engineering really clicked for me in first year when we started working with tools and machinery in Design & Technology. Since then, I've wanted to build a career where I can design, make, and improve things. Some of my family work in engineering too, so I've been able to see how varied and exciting the industry can be.



**How do you see your career progressing?** Starting with an apprenticeship feels like the best route for me. I want to learn on the job, pick up real experience, and understand how things operate in a professional workshop or engineering environment. Long-term, I'd like to move into more advanced roles—maybe design engineering or even management once I've built the skills and experience.

**How did the school support you in this journey?**

My teachers have been brilliant. They encouraged me to go for the apprenticeship route and helped me prepare my CV. I was always told to keep it updated, and they supported me with mock interviews and advice on what engineering companies are looking for. Every subject I picked was chosen to help me get closer to engineering, and the support system in the school made a huge difference. I really appreciate the range of opportunities I have had from Auchendarvie, in collaboration with DYW.



**Mr Marwick,**

**Principal Teacher** of Design and Technology, said: *"I'm so proud of Tyler and the determination he has shown in pursuing a career in Engineering. The wide range of Developing the Young Workforce opportunities available through the school have played an important role in supporting Tyler's journey and preparing him for this next step. Apprenticeships provide excellent pathways into highly skilled careers, and I hope Tyler's example will continue to inspire other young people to explore the opportunities within the engineering sector".*



# Prestwick Academy PEO

Prestwick Academy's PEO programme continues to go from strength to strength, thanks to our long-standing partnerships with local aeronautical and engineering organisations and Ayrshire College.

Over the years, these collaborations have grown into a rich, hands-on experience that gives every pupil studying PEO far more than a qualification – it gives them a genuine insight into the industry.

Pupils work towards the SVQ 2 Performing Engineering Operations (PEO) at SCQF Level 5, supported by a wide range of real-world learning opportunities. Through site visits, workplace experience, and direct engagement with apprentices and engineers, our pupils gain a clear understanding of what a future career in aviation and engineering really looks like. Local companies such as GE Caledonian, Spirit AeroSystems, Storm Aviation, Collins Aerospace, and Ryanair play a key role in offering guidance, opportunities, and real-world context to the course.

This all-round support not only strengthens classroom learning but also inspires confidence, ambition, and readiness for the next step. The success speaks for itself: last year alone, four pupils secured apprenticeships at GE Caledonian, one at Spirit AeroSystems, and two previous pupils have progressed to Collins Aerospace and Ryanair.

*"At Prestwick Academy, we are proud that our PEO programme opens real doors for young people. With strong industry links, practical experience, and a forward-looking curriculum, our pupils leave ready to thrive in one of Scotland's most exciting sectors."*

**Anita Hall, DHT Prestwick Academy**



# Prestwick Academy Heritage Roofing

Empowering Young People Through Community Craftsmanship: A Wishing Well for Hansel Village

A special presentation of a wishing well which was constructed by the Men's Shed Ayr and Prestwick and roof tiled by the Future Roofing Team at Prestwick Academy was made to the Hansel Village demonstrating the community engagement of the projects.



# Building a Future in Cybersecurity

One Student's Journey from School to Industry

We spoke with Harry from Cyber Centurions at Kyle Academy:

## **How did the school support you in this journey? I**

probably wouldn't be in my job if not for the support and guidance of Graeme Currie and Scott Hunter, the two computing teachers at Kyle Academy. As I progressed through my school education, I was taken to multiple computing lectures with the computing class, went to the Cybersecurity Challenge 2017 where my team came first place. During 6th year, when picking courses for the year, cybersecurity was an option and I took it. It was there I found out about becoming a member of the Cyber Centurions, backed by the Prince's Trust. Here, I was given the opportunity to go to primary schools and local businesses to talk about the importance of cybersecurity. It was here I was seen by a member of the Prince's Trust who helped run a program called the Young Ambassadors, where I would do a similar job of going to different places and telling my story. This push in public speaking, along with getting my SQCF level 6 in cybersecurity, gave me the confidence and appreciation for the subject which has propelled me forward into the position I am in now.



**Why  
do you want to pursue  
a career in Cybersecurity?**

*During school, I was not particularly interested in any of the subjects; mostly, I engaged with subjects where I got on with the teachers. This changed once I got involved with the computing department, where I was first introduced to the idea of cybersecurity, with many paths to go down. Specifically, penetration testing, where I would be able to simulate real life types of attacks on a system and point out and suggest fixes to flaws before real cyber attackers take advantage of those vulnerabilities. I have been working towards this goal of becoming a pen tester since leaving school.*



**How do you see your career  
progressing?**

*At present, I have been with my company for over 4 years, starting in a modern apprenticeship in telecommunications + information security, and am currently studying at GCU in my 3rd year of an honour's degree in cybersecurity. I expect to graduate in 2027, and from there I see myself gaining more accreditations in the field of cybersecurity to achieve my goal of moving into a penetration testing team.*



# Ensuring Project Sustainability

Our projects have faced a number of significant challenges in recent years and with a strong focus on long term sustainability, it became essential to put effective plans in place to ensure continued delivery.

Following the withdrawal of support for qualification delivery, we introduced several strategic solutions to maintain quality and consistency across our programmes. We partnered with Miko Coffee to train teaching staff across Ayrshire to achieve their City & Guilds Level 2 Barista Skills qualification, enabling them to confidently deliver Level 5 Barista Skills to young people. In addition, through collaboration with Lecente, we provided specialist training that now allows a number of teachers to deliver the nail course and award to pupils at an industry approved standard.

To further strengthen our provision, Bikes for Good, delivered Cytech Training, ensured several teaching staff were fully trained to deliver National 4 Cycle Maintenance, expanding opportunities for pupils while safeguarding the long term sustainability of these valued projects.



*"A very informative course that has peaked my interest in the science behind coffee."*

*"Also thank you so much for the training, I really appreciated it as I know the benefits, it's going to bring to our pupils."*

*"High standards and expectations were modelled from the outset. A lot of information and new skills were delivered in a very short time. Lorna was absolutely lovely, her "can do" attitude, inspired confidence and hopefully the whole team will pass and then we can move to a more sustainable model of delivery in our school."*



*"I really enjoyed the day and know my knowledge and respect of this as a curricular area has greatly increased. I'm excited for what happens next and keen to embed this in school. The work that has obviously been done "behind the scenes" is commendable too! We need more of this enthusiasm for wider/ alternative curriculum!!! And I love the fact this is being delivered with professionals in the field - this gives it much more clout imo for our learners to then progress in this field as a career."*

*"I have never delivered the course within my school but am hoping to do so in the near future. There is so much more to it than I had realised before attending, I am so inspired by this course that I want to deliver it really well and give the students all the advice and knowledge they need therefore I will personally need to invest in developing my own knowledge further through nail knowledge etc."*



# Innovative Community Projects

We are proud to have supported 14 Innovative projects within the community across our 3 Local Authorities.

## Trindlemoss

### Barista & Beauty

These projects were funded in partnership with North Ayrshire Council and based at Trindlemoss Day Centre. They were developed to allow young people involved at Trindlemoss to opportunity to develop practical and vocational skills. The project also supports pupils from Lockhart Campus allowing to help support their transition into post-school.

“The DYW-funded projects at Trindlemoss, The Glam Hideaway and BaristaMoss, continue to create meaningful, practical opportunities for the young people who attend the service and for pupils from Lockhart School, with whom we have developed a strong and effective partnership.

The Glam Hideaway has grown into a vibrant learning space where staff have undertaken specialist beauty training delivered by a local beauty provider. This training is passed on to the young people, offering them hands-on learning as well as a therapeutic and confidence-building experience. Alongside this, our partnership with Ayrshire College has enabled us to introduce holistic wellbeing activities that benefit both the young people and the staff team.

Our collaboration with Lockhart School has been especially valuable. Together, we offer structured work-experience opportunities within Trindlemoss, across both Glam Hideaway and BaristaMoss, allowing pupils from Lockhart and young people attending Trindlemoss to develop real-world employability skills in a supported environment.

BaristaMoss, open two days a week as a community café, provides a welcoming space where individuals and staff from Trindlemoss work side-by-side. This inclusive model builds teamwork, confidence, customer-service skills, and stronger community connections, supporting clear pathways into future education, training, and employment. “ **Linda McClymont, Day Opportunities Manager**



## **Meadowcroft: Barista**

This project was funded in partnership with North Ayrshire Council and was based within the Meadowcroft facility. The project was developed to support young people involved in the Rosemount project to develop practical skills. The young people were provided with specialized training in barista and associated hospitality skills.

## **SL33: Barista & Beauty**

These projects were funded in partnership with East Ayrshire Council Employability Services in SL33 at Titchfield Street, Kilmarnock. The project was developed to support young people who were unemployed, had an additional support need, were registered in school but not engaging in mainstream curriculum, care experienced or were low skilled. The aim of the project was to provide young people with the opportunities to learn and test their skills in a live environment. The project provides vocation pathways into further training or jobs in the hospitality sector.

## **SL66: Barista**

This project was developed at SL66 in Cumnock after the success at SL33. The project is in Cumnock and replicates the project running in Kilmarnock. The project allows young people in this area to have access to develop practical barista and customer service skills. Allowing them prospects of gaining employability opportunities.

## **Townend Community Centre: Barista**

This project was developed in partnership with Greenwood Academy and North Ayrshire's Community Learning & Development Team in Townend Community Centre. The aim of the project was to engage pupils who were struggling to engage with mainstream school and their parents, as well as the wider community of Dreghorn and their school catchment area. The project engages young people in a non-school setting with a view to them achieving qualifications and transition them to returning to school attendance.

## **Ayrshire College: Bicycle Maintenance**

This project was developed to support young people who attend HIVE at Ayrshire College between the Kilmarnock and Kilwinning Campuses. The aim was develop young people's confidence and skills and help them to progress on to a further vocational opportunity within the college, a training opportunity or employment. In addition to the vocational skill of fixing and maintaining bikes, young people also developed problem solving and team building skills. The college developed links with Killie can Cycle, who provided them with bikes to upcycle.

## **Café Solace: Barista**

This project was funded in partnership with North Ayrshire Health & Social Care partnership. It was to establish a mobile barista facility at the Café Solace facility located at Bridgend Community Centre, Kilbirnie to allow participants involved in the specialist addiction rehabilitative programmes to develop practical barista skills and obtain vocational qualifications.

## **Fossilfield Training Centre Ltd: Yard & Estate**

This project was developed in partnership with Fossilfield Training Centre based in Auchinleck. The aim of the project was to provide essential work-based maintenance opportunities. This included construction and repairs as well as hedge laying, tree planting and fencing. The project was for young people who were unemployed or disengaged from education. It helped engage young people who were looking to build a CV with practical skills & supported grassroot entry into the Horse racing industry.

## **Girvan Youth Trust: Barista**

This project was funded in partnership with Girvan Youth Trust, the project was established to provide young people with real time experience in providing a 'real life service'. The project support local young people aged 14 – 24 years old who were unemployed and you people with ASN. The project also supported pupils from both Girvan Academy and Invergarven School. The project supported to develop partnership working to ensure the young people involved were supported and engaged in a transitional period of their life.

## **North Ayrshire Council Justice Service: Barista**

This project was funded in partnership with North Ayrshire Council and was based within the Justice Service facility. The project was developed to allow participants to involved in the specialist justice rehabilitative programmes to develop practical skills. The projects allowed participants to develop vocational and other skills for work as well as including life skills.

# SASKA

The Deja Bru barista social enterprise is delivered within South Ayrshire Skills Academy (SASKA), an educational provision for young people aged 14–16 who have faced adversity in life.

The Deja Bru project aims to provide a practical, real-world learning environment where our young people develop confidence, experience success, and build employability skills alongside their academic learning.

Through hands-on barista training and customer-facing experience, our learners gain transferable skills such as communication, teamwork, time management, problem-solving, and resilience. The enterprise model allows the young people to take ownership of their learning, understand workplace expectations, and develop a strong work ethic in a supportive and nurturing setting.

## Where we are now.

Currently, Deja Bru is actively operating as a small-scale enterprise, supplying pre-ordered refreshments to local primary schools and other council workers. We have also been attending local Christmas fairs and hope to develop the mobile aspect of the business in the future. These opportunities provide our learners with authentic business experiences, including order management, production planning, customer service, and community engagement.



## Benefits of Deja Bru Project:

*“Deja Bru also promotes positive relationships, wellbeing, and self-belief, helping learners re-engage with education and envision positive future pathways into further education, training, or employment. All young people engaged with the project can achieve a Barista qualification and SCQF Level 5 enhancing their future employability in the world of work. By combining vocational learning with social impact, the project supports young people to overcome barriers, recognise their potential, and build the foundations for long-term success.”* **Ruth Clark, Teacher at SASKA**



# Other Funded Projects

We are delighted to have supported a further 23 initiatives that have positively impacted young people across Ayrshire, helping them explore the world of work and develop their enterprise skills.

Ayrshire College – WindFarm Work Experience  
Ayrshire College – Apps for All  
Ayrshire College – Ayrshire Mission Discovery 2018  
Ayrshire College – Vocational Bursts  
Ayrshire College – Travel Costs  
Centrestage- Employability Programme  
Costley & Costley – Recruitment Event  
East Ayrshire Council – ASN Enterprise Challenge  
East Ayrshire Council – Youth Employment Initiative  
Galleon – Swimming Teacher Programme  
Girvan Youth Trust – Project SEARCH  
Hansel – Enterprising Minds  
IBIC –STEM Workshops  
KA Leisure – Swimming Teacher Programme  
Princes Trust – Get into Hospitality and Woodlands  
South Ayrshire Council – DoE – Youth without Limits  
South Ayrshire Council – Outdoor Activity Programme  
South Ayrshire Council – Duke of Edinburgh  
Troon Golf Open – Recruitment Event  
VisitArran –Arran Welcome Training  
Lecente – Teacher Training  
Miko – Teacher Training  
Springboard Takeover Day  
#AYE 2016  
#AYE 2017





#AYE, Ayrshires Young Entrepreneurs, was created to help arm young people across Ayrshire with the necessary skills and knowledge to set up a sustainable business in school.

Launched in January 2016 to schools across Ayrshire, young people were invited to attend monthly club meetings across the 3 Local Authorities. The project, in partnership with the Princes Trust, allowed young people to attend workshops focussed on: Idea Validation, Marketing, Market Research, Finance, team building and customer service. At each event young people were given the chance to meet a local young entrepreneur to hear their story and ask questions.

11 micro businesses engaged in the process all of whom have committed to ongoing engagement with schools. Workshops were delivered by: Princes Trust, Entrepreneurial Spark, Barclays Lifeskills, Stellar UK Ltd and Launch Scotland. 200 S1-S3 pupils from 21 schools across Ayrshire attended these events monthly from January until May 2016. Pupils were then given the opportunity to pitch a real business idea to a panel of judges for a business that could be set up in school with a plan for sustainability. Teams were then awarded a start-up grant where applicable. The #AYE project has been evaluated and are a clear success, from both a staff and pupil point of view.

*"I go to this with my school and it's been the greatest experience of my life, it's absolutely amazing to see how enthusiastic everyone is, and it's got me thinking about making my own business up. So thanks"*

**Billy, Auchinleck Academy**

# Conclusion

The report highlights the impact of these projects across various sectors, including Visitor Economy, Built Environment, Engineering, Health & Wellbeing, Childcare, Creative Industries, Hair & Beauty, Rural & Horticultural, and Cybersecurity.

Through these initiatives, over 5,000 qualifications have been delivered, equipping young people with industry-recognised certifications and practical skills such as teamwork, communication, problem-solving, and technical expertise.

The report also showcases real-life success stories of students like Lewis, Mia, Tyler, and Harry, who have benefited from DYW projects to secure apprenticeships and careers in fields such as Engineering, Cybersecurity, and Horticulture. These stories highlight the importance of tailored support, vocational training, and partnerships with local businesses and organisations.

Additionally, the report emphasises the sustainability of these projects, with strategic solutions like teacher training programs and collaborations with industry professionals ensuring long-term impact. Community-focused initiatives, such as Barista and Beauty training at Trindlemoss and Meadowcroft, further demonstrate DYW Ayrshire's commitment to empowering young people and fostering local economic growth.

In conclusion, DYW Ayrshire's decade-long efforts have laid a strong foundation for future collaboration and continued improvement in developing the young workforce across Ayrshire, creating meaningful opportunities for young people to thrive in their chosen career paths.



We would like to thank all of our key partners for their involvement, in particular, our long standing DYW Business Ambassador **Walter Smith MBE** for his significant contribution to developing these projects.



# DYW

**AYRSHIRE**

Developing the  
Young Workforce



**The Scottish  
Government**  
Riaghaltas na h-Alba

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