

Skills
Development
Scotland



Scottish Apprenticeships

Building a skilled workforce for the
Highlands and Islands

 apprenticeships.scot/workforce

Workforce North is a partnership in the Highlands and Islands created to connect people, employers and partners with opportunities emerging from the major investment in renewables, construction and infrastructure over the next 10 years.

By providing clear routes into jobs, apprenticeships and training, Workforce North helps people build careers close to home and attract talent to the region.

Apprenticeships offer employers a cost-effective way to build the skills they need, now and in the future.

Partners across the region are working collectively to highlight opportunity, support recruitment and training, and engage communities in emerging sectors.

This toolkit aims to ensure as many employers as possible in the region benefit from apprenticeships, building a larger, more resilient workforce for the Highlands and Islands.



Scottish Apprenticeships

Significant investment opportunities are coming to the Highlands and Islands region.

A strong workforce is vital to meet a rapidly evolving demand for high-value skills and expertise to support emerging industries.

Apprenticeships are a proven, cost-effective way to build the skills your business needs and secure your talent pipeline.

There are over 100 types of apprenticeship in Scotland, suitable for employers of all sectors and sizes.

Employers are encouraged to visit [**apprenticeships.scot/workforce**](https://www.apprenticeships.scot/workforce) for advice and support.

Over £100 billion of investment is planned for the Highlands and Islands over the next decade.

This is a once-in-a-generation opportunity to transform the regional economy, but success depends on building the skilled workforce needed to help deliver this.



Spread the word with employers

This toolkit provides information about apprenticeships for employers in the Highlands and Islands.

To ensure as many employers as possible can benefit from apprenticeships, please use these resources to share information with your networks.

Included in this toolkit

- Key messages
- Newsletter and social media content
- Contacts and further support

Three ways to get involved

1. Include in your newsletter or on your website
2. Share on your social media channels
3. Get in touch with workforcenorth@dynam.co.uk to explore further opportunities

Key messages

Apprenticeships can help the Highlands and Islands attract and retain talent, creating a larger, more resilient workforce.

Whether you're developing an existing employee or hiring someone new, apprenticeships are an effective way to strengthen your workforce.

- **Develop and retain local talent**

Apprenticeships are a proven, cost-effective way to build and retain local talent.

- **Build the skills your business needs**

Apprenticeships are a flexible way to build the skills your business needs, address skills gaps and boost productivity.

- **Boost your bottom line**

Apprenticeships can help increase retention and reduce recruitment costs.

- **Get funding towards training**

Funding is available towards training, helping to reduce the cost of developing talent in your business.

Join thousands of apprentice employers and get the benefits only apprenticeships can offer.

Visit [apprenticeships.scot/workforce](https://www.apprenticeships.scot/workforce) for tailored support.

Stats and facts

- Over 100 types of Scottish Apprenticeship are available, covering hundreds of different job roles.
- Over 12,000 employers in Scotland benefit from apprenticeships, from microbusinesses to multinationals.
- Over 2,690 young people in the Highlands and Islands started a Modern Apprenticeship in 2025-26.

Promote apprenticeships through your networks

Use and adapt this information in your newsletter or website

Apprenticeships can help employers in the Highlands and Islands attract and retain talent, creating a larger, more resilient workforce.

Whether you're training existing staff or hiring someone new, apprenticeships are a practical, cost-effective way to strengthen your workforce.

Apprenticeships offer a flexible solution to fill skills gaps in your business, boost productivity and reduce recruitment costs.

There are hundreds of types of apprenticeship in Scotland, adaptable to all sectors and businesses of all sizes.

Funding is available towards training across hundreds of nationally accredited qualifications, helping to reduce the cost of developing talent in your business.

Visit [apprenticeships.scot/workforce](https://www.apprenticeships.scot/workforce) for tailored support.

Share on social media

Share information on your social media channels

Thinking of taking on an apprentice in the Highlands and Islands?

Get information and support on how to find the right apprentice for your business, access funding and more.

Visit apprenticeships.scot/workforce to get started.

Discover how to increase retention and reduce recruitment costs.

Apprenticeships offer a cost-effective way to build the skills your business needs. Whether that's upskilling your workforce or hiring someone new.

Visit apprenticeships.scot/workforce for tailored support.

Looking for solutions to upskill or train existing employees?

Apprenticeships help businesses of all sectors and sizes build the skills they need.

Find out how to get started at apprenticeships.scot/workforce



Contacts and further support



Visit apprenticeships.scot/workforce for information and support



Contact the **SDS helpline 0800 783 6000** for recruitment advice



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