

## Out On Placement

Kath says, 'The catering company at Standard Life has supported me with trainees for a long, long time. I know this will be a good training for them and that they'll be supported. It is so good for placements.'

### The Placement Provider: Standard Life

**Julie Crawford** is catering manager for the staff restaurant and hospitality operation at Standard Life's offices in George Street in Edinburgh. She has a team of 27 staff.

“The relationship with the Engine Shed was in place before I started – I've been here 10 years – and both myself and Rab, our head chef, were keen to continue with the work experience placements.

We treat trainees like any new member of staff – they receive all the induction training – but we allocate a member of staff to 'buddy them up'. So they have someone working alongside them as a mentor; they will set tasks for the trainee, basic jobs like sweeping and mopping the floor to see how they cope. Basically they build up their confidence so the trainee can move on to a range of jobs.

It takes time to get to know the personality and temperament of each trainee and understand how to help them respond to the training in the best way. I'm constantly surprised at just how capable the trainees are when given positive support and time to develop and mature.

I love seeing them grow; after 6 – 12 months of one day a week we do see a big change in confidence and skills. I see it as a team effort; the whole team is involved with the trainee and looks out for them. Everyone takes pride in their achievements.”

