Inverness, Scotland  
Grant Period: 2007 - 2011  
Inspiring the next generation of STEM leaders

Bridge to Employment – Inverness, Scotland brings together LifeScan Scotland, local foundations, colleges, universities, and secondary schools to build student skills and interests block by block. Together, they are making young people ready and excited to work in STEM (science, technology, engineering and math) fields.

Initially, teachers from six schools worked with LifeScan employees to develop Teacher Placement Programs, which ensures that classroom learning reflects real life experiences. 769 students also learned directly from employers at the “BTE Road Show”, where STEM Ambassadors from LifeScan talked about their career paths.

In subsequent years, 70 students took “STEMINARS” consisting of an 18-week course at Inverness College and a team-based, STEM-related, competitive project. STEM Ambassadors—recruited from a number of local businesses—helped with each session. Select students also participated in a variety of job shadowing opportunities.

The BTE-Inverness, Scotland program is featured across the UK and Europe as effective collaborations & partnerships to improve education.

Additional impacts:
- Creation of a college-level course for secondary school students
- Launched new program in 2012 for 110 students from 11 different schools
Creating a strong Bridge to Employment (BTE) program isn’t always easy. It requires grit and determination, but BTE can bring together a community, and possibly a region, to prepare a new generation of healthcare workers.

Lorraine Dick knows about grit and determination. In the Highlands of Scotland, where communities are remote and the workforce development opportunities are few and far between, Lorraine was charged with establishing and maintaining new community and education partners. Lorraine took that job seriously, and was essential in the planning and implementation of BTE – Inverness, Scotland program. Lorraine has been responsible for external partnerships, planning and facilitating steering group meetings, and organizing events for BTE students. She recruited the original partner high schools and worked with them throughout the three years to implement the agreement. Rather than select a few nearby partners, Lorraine was determined to provide access to the program to as many students as possible. 19 schools were initially invited with six schools that ultimately participated in the program. Lorraine’s courage and dedication allowed the program to reach over 70 pupils, much greater than if she restricted partners and schools.