

IN THE NEWS

www.hie.co.uk/latest-news

- **16 Nov: Young recruits endorse Modern Apprenticeship scheme**
Three HIE employees who joined the organisation as modern apprentices are urging more young people to consider the MA route to start their careers.
- **8 Nov: Scotland on a global stage at Ocean Energy Europe (blog)**
Scottish innovation and ambition were high on the agenda at a major international marine energy conference in the Netherlands last month.
- **7 Nov: HIE Board visits Orkney (blog)**
Alistair Dodds, Chair, reflects on the HIE Board's recent visit to Orkney.
- **7 Nov: Green Hive growth (blog)**
Marking Scotland's Social Enterprise Day on Thursday 16 November, we published a guest blog from Simon Noble, chair and founder of Nairn-based Green Hive.

DID YOU SEE?

- [The Graduate Placement Programme Argyll and Bute offers SMEs and social enterprises the opportunity to take on a graduate – and we'll fund up to 50% of salary.](#)
- [Interface Standard Innovation Vouchers and Student Placement Innovation Vouchers](#) now offer up to £7.5k, a rise from £5k. Connect SMEs and academic partners.
- We have two job opportunities. Innse Gall is looking for a development manager in Benbecula, and we need a solicitor to join our legal team. www.hie.co.uk/vacancies
- [Express your interest for bespoke data science and AI advice for SMEs](#)
- [Caithness and Sutherland team update – November edition](#)

SOCIAL MEDIA HIGHLIGHTS

X Follow us

- **15 Nov:** We have vacancies! We are currently looking for a Development Manager (Benbecula) and a Solicitor to join our team.

LINKEDIN Connect with us

- **11 Nov:** Congratulations to all the winners at tonight's #HITA23 awards, including the HIE-sponsored Highland Ambassador award, won by Tony Story 🙌

FACEBOOK Follow us

- **16 Nov:** Childcare, housing, waste management, crofting administration, tourism, health and wellbeing: just some of community services led by, and for, the 1,800-strong community in the Galson Estate in Lewis.

#FRIDAYFACT FROM OUR CHIEF EXECUTIVE

17 Nov: We celebrated #SocialEnterpriseDay yesterday across our social media platforms. Did you know there are 1,277 social enterprises operating in our region, employing 7,228 full-time employees - and over two-thirds of those are led by women? #FridayFact

EVENTS AND WEBINARS COMING UP

Tues 21 Nov: **Gearing up to sell to the public sector**

HIE

11.30am-2.30pm

Online

This hybrid event will inform businesses and social enterprises on how to sell to the public sector. Speakers from HIE's Procurement team, Highland Council's Supplier Development Programme and Northern Recycling Solutions will talk you through preparing a successful bid.

Specialists from Advanced Procurement for Universities and Colleges, Just Enterprise, NHS Highland and Scottish Manufacturing Advisory Service will also offer advice.

	Book
<p>Tues 21 Nov: The business benefits of running a sustainable business 2-4pm Business Gateway Online</p>	<p>Find out how you can adopt more sustainable practices into your business that will benefit the planet and work wonders for your brand reputation, growth, and sales.</p> <p>Book</p>
<p>Wed 22 Nov: Recognition and reward-share schemes within the Employee Ownership Trust business Co-operative Development Scotland 10-11am Online</p>	<p>Third of three webinars aimed at business owners looking at succession planning, and professional advisers in the legal, accounting or banking sector. We'll cover incentives, share incentives vs bonuses, choosing a share plan, share plan admin and communication.</p> <p>Book</p>
<p>Wed 22 Nov: Using Artificial Intelligence (AI) for your content marketing GrowBiz 11am-12.30pm Online</p>	<p>Discover cutting-edge tools to enhance your engagement and drive results through your marketing.</p> <p>GrowBiz provides enterprise support to businesses, social and micro-enterprises and the self-employed across rural and island Scotland. Please only book a space if you are based in rural Scotland.</p> <p>Book</p>
<p>Wed 22 Nov: In Focus: A guide to HIE's Innovation services for the creative and heritage sectors HIE/XpoNorth Digital 1-2pm Online</p>	<p>HIE senior development manager for innovation John Mackenzie will break down the range of innovation services, how to access them, and the opportunities they offer the creative and heritage sectors.</p> <p>Questions will be taken on the day, and you can submit a question in advance. Just email info@xponorth.co.uk with <i>Innovation Workshop Question</i> in the subject line.</p> <p>Book</p>
<p>Wed 22 Nov: How your organisation can reduce single-use Zero Waste Scotland 2-3.30pm Online</p>	<p>Join this free online webinar to find out more on how organisations can better ensure they are avoiding single-use plastics.</p> <p>Book</p>
<p>Thurs 23 Nov: Learning from Loch Ness by Jacobite about their customer care processes Productivity Club Scotland 3.30-5pm Online</p>	<p>Join this Productivity Club Scotland webinar on processes, management and strategy.</p> <p>Freda Newton MBE will outline the successful customer care that allows Loch Ness by Jacobite to generate future sales. Freda will also speak about the sustainability processes that won the business a Green Tourism award.</p> <p>Book</p>

<p>Fri 24 Nov: Keep your business safe online DigitalBoost 10am-12 noon Online</p>	<p>Online threats are always changing and staying on top of them is vital. This webinar will help you to stay safe online and reduce the risk of becoming a victim of cybercrime.</p> <p>Book</p>
<p>Mon 27 Nov: Ask an exporter: St Andrew's Day special UK Export Academy 2-3pm Online</p>	<p>A great opportunity to hear expert advice from business owners like you. Discover the secrets to export success, network with fellow professionals and celebrate Scotland's export excellence.</p> <p>Book</p>
<p>Wed 29 Nov: Delivering innovation for your business through funding and support National Manufacturing Institute Scotland (NMIS) 11am-12 noon Online</p>	<p>Does your business need a helping hand to solve a specific challenge? Join this webinar to find out more.</p> <p>Book</p>
<p>Wed 29 Nov: Unlock your business potential! Thrive and transform – Campbeltown HIE, Argyll and Bute Council, Business Gateway 12.30-2pm Town Hall, Campbeltown, PA28 6AB</p>	<p>Places are limited. Don't miss this opportunity.</p> <ul style="list-style-type: none"> • Discover the grants, advice, and support available to you • Connect with us and like-minded businesses • Gain insights from industry experts <p>Book</p>
<p>Thurs 30 Nov: Energy saving briefing with Business Energy Scotland Business Gateway/HIE 12-12.45pm Pickaquoy Centre, Muddisdale Rd, Kirkwall</p>	<p>Get free support to beat rising energy costs, including interest-free loans with £30,000 cashback grants.</p> <p>This event includes lunch. Please note any dietary requirements in the additional booking information section.</p> <p>Book</p>
<p>Fri 1 Dec: Video production for social media Business Gateway 10am-12 noon Online</p>	<p>Discover why video helps people find your brand or website and how this kind of content has become a powerful way to engage with your audience.</p> <p>Book</p>
<p>Fri 1 Dec: Planning and scheduling your online content Business Gateway 2-4pm Online</p>	<p>Increase your chances of online success by better understanding how to plan and curate good content, schedule it using a social media dashboard, and improve efficiency through simple automation.</p> <p>Book</p>
<p>Mon 4 Dec: Route to UAE market session</p>	<p>An exclusive learning session focused on the route to market in the UAE. This is tailored to address the unique opportunities</p>

SDI / ScotGov 9.45-11.45am Online	and challenges faced by companies operating in the energy transition and deep-tech sector. Book
Tues 5 Dec: Business Breakfast with Thistle Wind Partners (TWP) Caithness Chamber of Commerce 8-11am Mackays Hotel, Union Street, Wick KW1 5ED	Join the TWP team to discover and explore the opportunities ahead for businesses in the Highlands. Book
Wed 6 Dec: Build a customer-focused business Business Gateway 10am-12 noon Online	Build an effective strategy to deliver great customer service. We'll cover the key considerations when thinking about how your business interacts with its customers. Book
Thurs 7 Dec: E-commerce, website design and social media clinic HIE / Food and drink TECHHUB 10am-1pm Online	The Food and Drink TechHUB Business Support Service hosts this online e-commerce, website design and social media clinic for Highland businesses in the food and drink sector. The virtual clinic offers individual 20-minute, one-to-one sessions with our team of specialist consultants. You'll receive free tailored advice to benefit your business. Book
Thurs 14 Dec: How to protect and manage your intellectual property Business Gateway 10am-12 noon Online	Learn how to identify, protect, and exploit your intellectual property and assets. Book
Thurs 14 Dec: Learn how to light your business for less Business Energy Scotland 3.45-4.30pm Online	If you're looking to save energy, cut bills and reduce your carbon footprint, lighting is a great place to start. Upgrading to energy efficient lighting, such as LEDs can make big savings. The Scottish Government's SME Loan Scheme is offering SMEs, including charities, interest free loans from £1,000 to £100,000 with cashback grants of up to £20,000 to upgrade. Book
2024	
Thurs 18 Jan: Selling your business masterclass Scottish Enterprise / Co-operative Development Scotland 10am-12 noon Online	Aimed at business owners considering an exit, this is an opportunity to hear IT solutions company Microtech Group and building supply merchants Caley Timber explain what they considered in choosing employee ownership and how things have worked out. Book
Wed 24 January:	Places are limited. Don't miss this opportunity. <ul style="list-style-type: none"> Discover the grants, advice, and support available to you

<p>Unlock Your Business Potential! Thrive and Transform HIE, Argyll and Bute Council, Business Gateway 9-10am Online</p>	<ul style="list-style-type: none"> • Connect with us and like-minded businesses • Gain insights from industry experts <p>Book</p>
<p>Thurs 22 Feb: Selling your business masterclass Co-operative Development Scotland 10am-12 noon Online</p>	<p>Aimed at business owners considering an exit from their company. Bus and coach company Shuttle Buses and security systems supplier Alternative Systems Protection will explain what they considered in choosing employee ownership and how things have worked out.</p> <p>Book</p>
<p>13-14 Mar: IBioIC annual conference Technology and Innovation Centre George St, Glasgow</p>	<p>This 2-day event will celebrate the growth of the biotechnology sector in Scotland and beyond over the past 10 years. It brings together world-leading researchers, industry, and policymakers working in the bioeconomy.</p> <p>Find out more and register</p>
<p>18-19 Sept: A3 Scotland 2024 Transition to digital – Fit for the future conference Kingsmills Hotel, Inverness</p>	<p>Save the date – This not-for-profit conference for the Aquaculture, Agritech and Animal Health (AAA) sectors, brings together industry, investors, scientists and government officials from all over the world.</p> <p>More</p>

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