

Young Apprenticeship in Hospitality

An Introduction for Employers

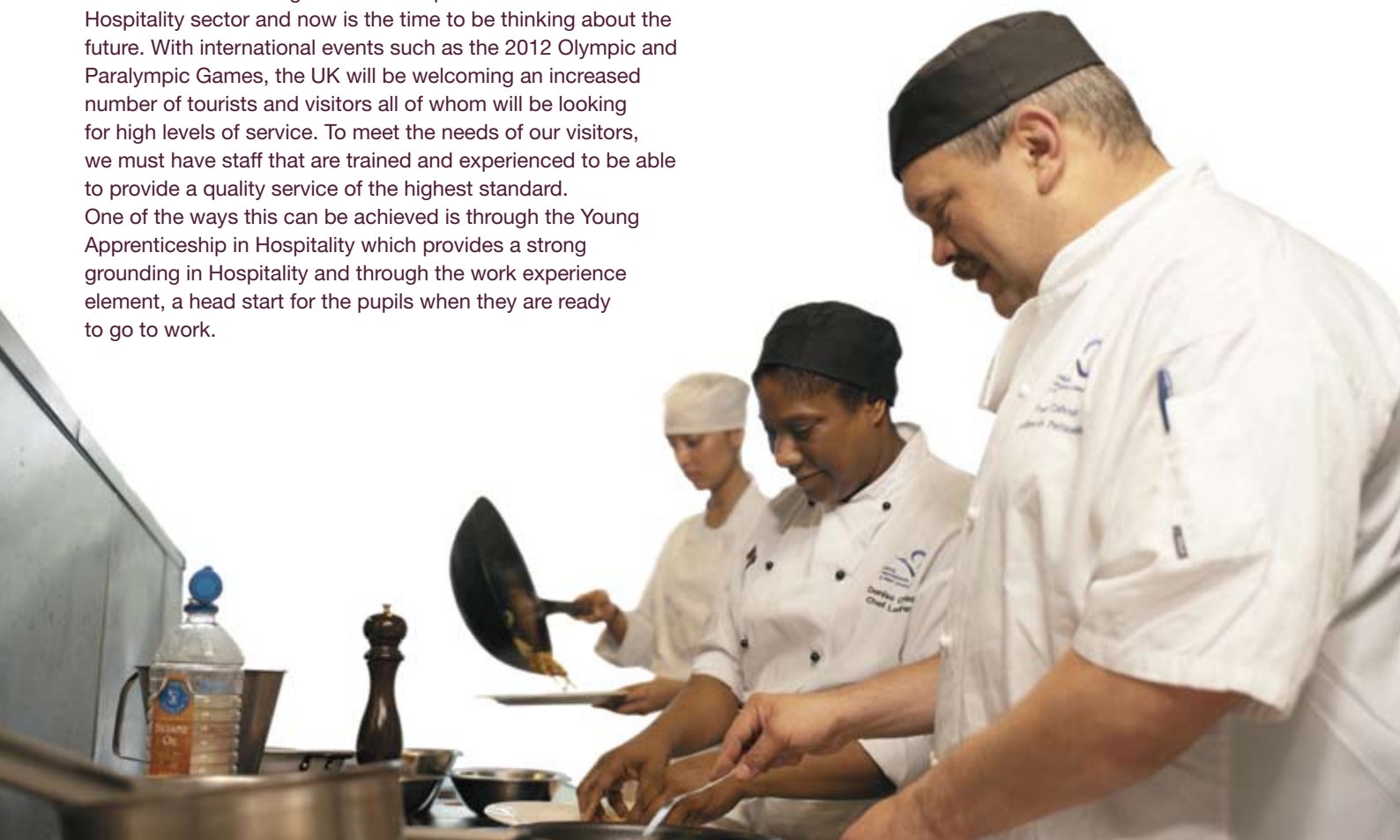
As a Hospitality business you know that employing the right staff is one of your greatest assets and that recruiting the right people is essential to success. The industry needs enthusiastic individuals with good levels of communication skills and the ability to learn technical skills, essential to provide high standards of service. The Young Apprenticeship in Hospitality is a unique programme in partnership with industry aimed at young, able, motivated and hard working 14-16 year olds who would like to combine their traditional studies with a new learning experience in the Hospitality Industry.

Attracting new people to hospitality

There are lots of changes and developments in the Hospitality sector and now is the time to be thinking about the future. With international events such as the 2012 Olympic and Paralympic Games, the UK will be welcoming an increased number of tourists and visitors all of whom will be looking for high levels of service. To meet the needs of our visitors, we must have staff that are trained and experienced to be able to provide a quality service of the highest standard. One of the ways this can be achieved is through the Young Apprenticeship in Hospitality which provides a strong grounding in Hospitality and through the work experience element, a head start for the pupils when they are ready to go to work.

The Young Apprenticeship programme is a new and exciting opportunity for employers to get involved with schools and shows young people how the hospitality sector has fantastic opportunities for all! It is also a great way to promote the sector.

Jason Calcutt – Chequers, Cutnall Green.



How does it work in hospitality?

The Young Apprenticeship is run at a local level by partnerships consisting of schools, employers, training providers and colleges with support from the DCSF and the Learning and Skills Council. The partnership decides on the qualification offer and designs the programme to fit in with school timetables and employer needs. 2 days a week or equivalent dedicated to learning towards a relevant level 2 hospitality qualification. The Young Apprentice spends 50 days over the 2 years with an employer for work experience and will be carrying out duties that are also relevant to the level 2 qualification the apprentice is working towards.

By the end of the programme the young person will have a greater understanding of the opportunities within the hospitality industry and be capable of making an informed choice about their future career. They would also have made good contacts within their local hospitality industry.

What will the apprentice be doing when they are not at work experience?

- Core elements of the National Curriculum e.g. Maths and English for 3 days per week. Other subjects may be available too
- Theory and practical learning leading to a hospitality level 2 qualification
- A Food Safety qualification
- In some cases additional Industry qualifications in areas such as Health & Safety
- Visiting various food shows, markets and employers
- Receiving visits and demonstrations from industry experts

Employers' role – a positive experience

Work experience is a key ingredient to the Young Apprenticeship in Hospitality. Employers can help attract young people to the hospitality industry by providing access to real work experience. As an employer, you will have a unique opportunity to help a young person enter into the industry, guiding them through the varied and exciting roles that are available.

What is your commitment?

Your involvement can range from providing industry talks to the pupils to technical demonstrations or sponsoring events. The most beneficial contribution from employers is by becoming a member of the local partnership and providing work placements for pupils. The work placement involves you and your staff providing your time and sharing your expertise and knowledge so that the young person can progress towards their level 2 qualification and gain a full picture of the industry. You will be asked to be part of the recruitment process and may be asked to attend initial interviews to help select the right pupils for the Apprenticeship.

What will your involvement be?

- Provide an induction to your business for the young person
- Provide opportunities to carry out hospitality tasks under supervision
- Provide feedback on the young apprentice to the tutor
- Provide technical guidance relevant to the qualifications they are working towards
- Provide the opportunity to work in a team environment and understand the importance of teamwork and communication skills within the industry

Will you be supported?

Being a participating member of the partnership ensures you will receive support on areas such as insurance, Health and Safety and child protection.

The local partnership will also make sure each pupil has an awareness of Health and Safety and some basic understanding of the industry.

Participating in the programme – what will you be asked to do?

- Undergo a Health and Safety inspection and demonstrate that you operate a safe working environment
- Appoint at least one police checked member of your supervisory team as a mentor to the young apprentice
- Provide appropriate and relevant work experience
- Provide evaluations during and at the end of the programme

You may also be asked to:

- Take part in assessing pupils and conducting interviews
- Take part in developing case studies of good practice

The benefits to you

- Be the first to discover potential new entrants to the hospitality industry
- Good opportunities to raise your business profile with the local community, schools, parents, teachers and tutors
- Ability to demonstrate your offer of further positive learning and work experience, this could be an apprenticeship or your companies in-house training programme
- Create a new route to access candidates who demonstrate a commitment to working in the industry
- Demonstrate your dedication to improving the training, knowledge sharing and transferable skills of your supervisory and management staff

How to get involved

If you would like to find out how to get involved, please contact People 1st or your nearest local partnership.

People 1st is the Sector Skills Council for Hospitality, Leisure, Travel and Tourism Industries.

www.people1st.co.uk