

SUPPORTING LOCAL BUSINESS: YOUNG PEOPLE IN HOSPITALITY

1. BACKGROUND

- 1.1 The purpose of this report is to update the Panel on the work of the Young People Task and Finish Group. The aim is to create an action plan to enable young people to enter into careers in the local Hotel and Hospitality Industry, where there are currently significant job and career opportunities.
- 1.2 The first step in the project was to facilitate a workshop on the issues and opportunities within the hospitality industry. It is hoped from this work the group could also develop a generic template for similar projects to support work readiness in young people to develop careers in other appropriate local economic business sectors.
- 1.3 The Task & Finish Group's terms of reference are:
 - a) Investigate how Members can gain a better awareness and understanding of the barriers in bringing about greater work readiness in young people for the Hotel and Hospitality Industry.
 - b) Examine how Members can actively engage schools, colleges and local hospitality businesses in the creation of a work readiness model to improve take up of local careers in the sector.

2. FACILITATED WORKSHOP

- 2.1 The Task & Finish Group hosted a workshop at Careys Manor Hotel in April to discuss issues and determine mechanisms to improve the low levels of work readiness in young people in the hospitality sector. In addition to the Task & Finish Group, the workshop was attended by representatives of Brockenhurst College and hotel and restaurant members of New Forest Tourism Association (NFTA).
- 2.2 The key negative issues identified during the workshop were:
 - The lack of work readiness in young people
 - The disconnection between the National Curriculum, colleges and hospitality businesses in providing young people with the right career profile for the hospitality sector
 - The lack of young people wishing to enter the hospitality sector because of its poor appeal and particularly the need to adjust current working practices
 - The lack of trained chefs and trained kitchen staff currently entering the local hospitality industry
 - The lack of effective public transport, particularly out of normal working hours and to the relatively remote locations of many hospitality businesses
 - The problems associated with providing support through the local development control process for the provision of staff accommodation on site

2.3 The key positive issues identified during the workshop were:

- The hospitality industry provided a career for life with no student loan to pay off at the end of it where on the job training and continual mentoring was available on a day to day basis
- The industry provided an excellent first step opportunity to leave home with accommodation, bills and all meals provided
- The industry provides an excellent business grounding for a variety of other specific careers
- The forthcoming Apprenticeship levy and the development and promotion of apprenticeship schemes which fit with the needs of the hospitality industry
- The growth of non-college-based apprenticeships provides flexibility in linking apprentices, skills training and business needs

2.4 The workshop also identified a range of activities that could provide the basis of delivering an action plan to better connect schools, colleges, young people and the industry. These included:

- Creating an NFTA Chefs' Academy, it was noted that a growing number of hotels, such as the Chewton Glen, are creating their own Cookery Schools
- The potential of the inaugural 2016 New Forest Food & Drink Festival to provide a promotional platform for the launch of any action plan
- The potential of the 2017 Wessex Salon Culinaire to provide continuity in providing awareness of and engagement with the whole process of improving work readiness and the appeal of a career in Hospitality in young people

2.5 Following the workshop, NFTA's Hotel Group also hosted an event in partnership with Bournemouth University's Tourism School to discuss issues at the Masters level of hospitality education and this re-enforced the issues identified above as well as bringing the university into the project partnership.

3. NEXT STEPS

3.1 The programme of activity following the two workshop events was put on hold by NFTA's Hotel Group during the busy summer season and will now recommence with the express aim of creating a draft action plan which it is hoped can be launched at the Chef demos on Sunday 6 November at Brockenhurst College, during the New Forest Food & Drink Festival.

3.2 The content of the action plan will be discussed at NFTA's Hotel Group meeting on 21 September and a verbal report will be given to this panel following the meeting.

4. RECOMMENDATION

4.1 That the report be noted.

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Background Papers:
None.