



FUTUREPROOFING HOSPITALITY'S TALENT PIPELINE











Springboard to 2022: the industry solution to future proofing hospitality's talent pipeline

August 2020

Springboard to 2022 is the hospitality, leisure and tourism (HLT) industry solution to the Government's Plan for Jobs strategy, joining together the Government's various support packages. It will give the industry space to focus on its current challenge of rebuilding and protecting existing jobs, while Springboard ensures there is a skilled and engaged talent pipeline ready for when the industry needs it in 2022.

Background

Prior to Covid-19, the hospitality, leisure and tourism sectors faced a significant skills challenge, which was being addressed by the Sector Deal Skills Board and partners such as Springboard.

The impact of Covid-19 has been particularly catastrophic for tourism & hospitality businesses, with huge redundancies and many struggling to survive. Most businesses also predict that recovery will be slow and will be unlikely to return to pre-Covid levels for at least 12-18 months. The priority for businesses right now is on survival and dealing with the challenges of the new norm.

Covid-19 is also causing unemployment levels to soar and young people leaving full time education who would ordinarily have embarked on a hospitality career will struggle to find work.

Most of the Government support in the Plan for Jobs is about immediate support – but the tourism & hospitality sector's needs are longer term and if we are to avoid the pre-Covid employment challenges re-emerging we need a solution to fill the 12-18 month gap while the industry concentrates on survival and rebuilding.

Our solution

Springboard is perfectly positioned to lead an industry response to this challenge, seeking, securing, training and nurturing this future talent pipeline, ready for when the industry is once again thriving and needs it.



Springboard to 2022 is designed to prepare 10,000 young people so that they are ready for work in 2022, which represents a third of the 30,000 young people we'd have expected to enter work in hospitality in normal circumstances.



It will provide a **development pathway** for young people to follow and links the various Government support programmes in a carefully constructed way to keep young people engaged throughout the crucial **12-18-month gap**.



Springboard will be the central hub managing this process, from outreach and assessment, signposting participants to the most appropriate training programmes, delivery, through to work placements, higher skills qualifications, mentoring and specialist careers advice & guidance.



Springboard is well placed to coordinate this programme to **maximise the impact** of the government's Plan for Jobs support channels and co-ordinate with **partners and industry**.



We are an independent charity with **30 years' experience of helping young people**, giving them vital skills that launch their careers and relieving unemployment and are firmly embedded within the HLT sector with a strong network of partners and stakeholders.

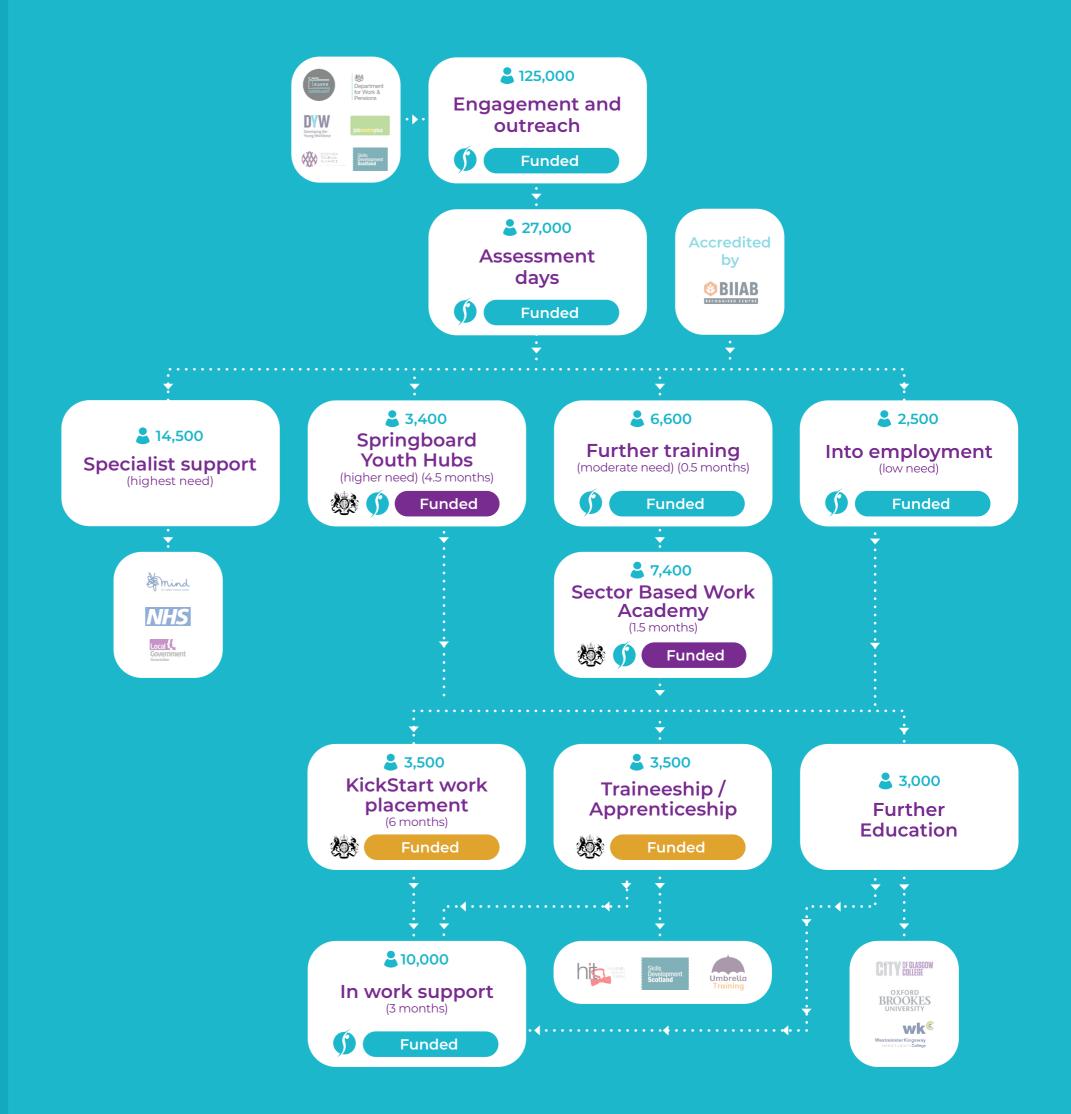


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Ourapproach

Springboard will use its established relationships with referral partners, training providers and industry employers plus its award-winning employability programmes to be the central hub for the 18-month project. Springboard to 2022 will leverage the existing frameworks and funding from the government support initiatives and help young people and employers navigate the opportunities available to them.







Funding required

The Government has already committed funding to support many strands of the proposed programme, through its Youth hubs, traineeships, Sector Based Work Academy programmes and Kickstart work placements. Springboard to 2022 will rely on securing funds through these channels.

In addition, we calculate that the initiative will need further investment, circa £5m, which will be used to enable Springboard to coordinate this 12-18-month programme, deliver outreach work; secure industry, partners, and participant engagement; candidate assessment; training; and platform and data management. Springboard will coordinate the implementation and impact of these existing initiatives and choreograph the links between each as well as delivering additional activity to future proof the HLT talent pipeline.

Springboard intends to source this funding from the hospitality industry by asking employers to invest a small portion of their Job Retention Bonus in a project to help secure their future talent pipeline and workforce.

We have an in-principle commitment from a number of major industry businesses, including BaxterStorey, Benugo, Sodexo, The Pig, Bespoke Hotels, Savoy Educational Trust, UK Hospitality and Institute of Hospitality, and are in dialogue with significant operators from the hotel, restaurant, pub & bar and contract catering sectors, plus key industry bodies.

Benefits

The four main benefits of Springboard to 2022 are:

- Maximising the impact and participation in the Government's Plan for Jobs strategy.
- Relieving unemployment among the 30,000 young people leaving education who would otherwise have begun a career working in hospitality.
- Giving hospitality employers the time to focus on saving and rebuilding their businesses while Springboard protects the future talent pipeline.
- Providing a source of labour that is engaged, trained to a high standard and **ready to start work** when the hospitality industry is back to full speed and needs it in 2022.



Young people ready for work in 2022



Funding gap, sourced from the industry by Springboard, to cover:

- Project coordination
- Outreach work
- Secure industry and participant engagement
- Assessment
- Training
- Platform and data management

The support we require from the industry

Two things we ask of the industry

- 1. Get behind this unified approach to future proofing the hospitality talent pipeline and make a commitment to provide quality work placements for candidates on the programme.
- 2. Pledge % of your Job Retention Bonus to invest in this vital programme to futureproof your talent pipeline and give you direct access to the candidates when you are ready to do so.

Springboard to 2022

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