

Employer Webinar
Hospitality and Tourism Sector

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Labour Market Recovery – HATS Session
Department for Communities Overview

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JobStart Programme

The **JobStart Scheme** will help young people (16–24yrs) at risk of long term unemployment move into the job market by providing wage support for employers.

- JobStart opportunities are eligible for 16-24 year olds who are:
 - In receipt of eligible benefits (Universal Credit, Income Support, Employment and Support Allowance, Jobseeker's Allowance); or,
 - Are Not in Education, Employment or Training (NEET).
- Additional support available for young people with disabilities, Looked After Children and Returning Citizens.
- Open to Employers of all sizes, supporting:
 - 100% of the relevant National Minimum Wage for 25 hours a week
 - the associated employer National Insurance contributions
 - employer minimum automatic enrolment contributions
- Up to £1500 available to employers to support set up and training, uniforms etc.

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JobStart Programme

- Employers will apply for the scheme via an online application.
- Applications will be considered against the criteria to ensure job opportunities are new, quality jobs.
- JobStart opportunities will be displayed on JobCentre Online and accessed through Work Coaches who will also support the young person through their initial period of employment.
- Young people taking part will be assessed by a Work Coach as work ready and a good fit for an available opportunity as agreed by the Work Coach and the young person.

Timescale:

- Launched 2nd April 2021 and closes 31st March 2022
- Any young people joining at closure will complete their 6 or 9 month placement and finish either September 2022 or December 2022.

Work Experience Programme

The **Work Experience Programme (WEP)** offers short work experience placements with local employers. There are two separate strands of the Work Experience Programme:

- **2-8 week Work Experience** for 18-65 year olds; and
 - **Opportunity Guarantee** for 18-24 year olds.
- Participants retain any benefit payments and receive an incentive of up to £50 per week as well as travel costs. Help with childcare costs may also be available.
 - Employer receives an incentive payment of £250 at the end of the first week of the placement.
 - Participants must attend between 25 and 30 hours each week, excluding meal breaks, although this can be reduced to a minimum of 16 hours per week in certain circumstances.

Opportunity Guarantee

Opportunity Guarantee placements are for young people aged 18-24 and will build upon the WEP with enhanced features:

- Placements will last for a set duration of 13 weeks.
- Employers will offer an interview for a job or apprenticeship following the placement.
- Employers can receive an additional £250 upon completion of the placement.
- The placement can link to a Jobstart opportunity

Strategic Employment Service

Helping Employers Recruit and Retain Staff – providing access to DfC Provision



- **Offering** a 'Gateway' for Large or Public Sector Employers to access and understand Employability Provision via a dedicated Client Executive.
 - Sector based account management of 250+ Employer accounts
 - Advice & Tailored Packages of support based on needs
 - Supporting Staff Recruitment and Retention
 - Seeking to cultivate value adding relationships
 - Working to secure 'social value' commitments from Employers
- **Offering** includes:

• Recruitment Consultancy, Provision Advice & Access.	• Management of Vacancies.
• Connectivity to Partner Services and Provision.	• Client Matching, Sifting & Arranging interviews.
• Free Job Promotion across services & Partner outreach.	• Recruitment Events.
	• Redundancy Support.

Strategic Employment Service

Helping Employers Recruit and Retain Staff – providing access to DfC Provision



- **Seeking** to secure Employer commitments to 'Social Value' for those with barriers to work.
 - Working at scale with Employers to source opportunities as part of Corporate Social Responsibility.
 - Setting 'Employer Agreements' as a signal of joint commitment from the Department and Employer to work in partnership.
 - Employer Agreements are bespoke to each employer, and are tailored to their distinct business and particular priorities for opportunities they wish to offer.
- **Examples of Social Value Commitments:**

• JobStart Opportunities.	• Supporting Advice and Mock interview sessions for Jobseekers.
• Work Experience Opportunities.	• Setting ambitions / targets of diversity within recruitment.
• Guaranteed Interview schemes.	• Ring-fencing Posts where appropriate.
• Participating in Health related or Diversity Campaigns.	

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Strategic Employment Service

Further Information & Next Steps

01 Follow-up Pack will issue

02 Employer to submit self-referral

03 Client Executive outreach & Discussion

Final Messages:

- Thank you for your interest and time today.
- Please prioritise the self referral forms if you are actively interested.
- For any immediate queries: employerengagementteam@communities-ni.gov.uk

Section	Details
Strategic Employment Service	<p>What is the Strategic Employment Service?</p> <p>The Strategic Employment Service (SES) is a new initiative that will help businesses in Northern Ireland to recruit and retain staff. It is a joint initiative between the Department for Communities, the Department for the Economy and the Department for Social Development.</p> <p>Who can use the Strategic Employment Service?</p> <p>Businesses of all sizes, including sole traders, partnerships, limited liability partnerships, private limited companies, public limited companies, and charities.</p> <p>What services does the Strategic Employment Service offer?</p> <ul style="list-style-type: none"> Free recruitment advice and support. Free access to the Strategic Employment Service's recruitment portal. Free access to the Strategic Employment Service's training and development resources. Free access to the Strategic Employment Service's job vacancies database. Free access to the Strategic Employment Service's employer branding resources. Free access to the Strategic Employment Service's employer review resources. Free access to the Strategic Employment Service's employer feedback resources. Free access to the Strategic Employment Service's employer support resources.

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Springboard Charity

JobStart Programme
Training and Support for
Hospitality, Leisure and
Tourism businesses

Caitriona Lennox
NI Manager

Springboard Vision, mission and values

Vision

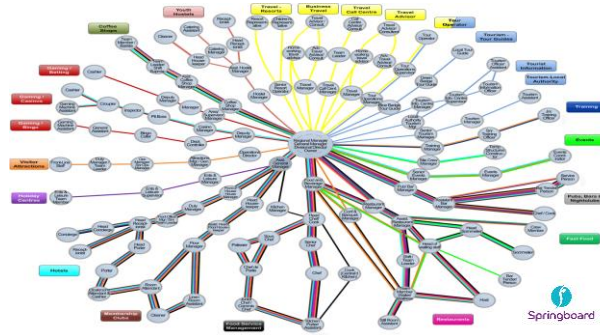
Futureproofing the talent pipeline for hospitality and tourism

Mission

- We will continue to provide training and support for the hospitality, leisure and tourism sectors in Northern Ireland, ensuring that the sector is futureproofed and able to attract and retain the talent it needs to thrive.
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Values

- Inspire** - We will inspire and motivate our staff and our partners to achieve their full potential.
- Make a difference** - We will make a difference to the lives of our staff and our partners.
- Customer focus** - We will focus on our customers and their needs.
- Listen** - We will listen to our staff and our partners.
- Inclusive** - We will be inclusive and welcoming to all.
- Do** - We will do what we say we will do.
- Honest** - We will be honest and transparent.



JobStart Programme

- **Amazing opportunity** for business to develop a pipeline of talent for the future.
- **Funded, regulated and monitored** by Department of Communities.
- **Applicable only to 'new roles'**.



Business Commitment

- **Business Responsibility:** recruit, commit and support the young person **to ensure** an opportunity has been provided for them to develop **employability skills** should they not be retained after 6 months.
- To help businesses develop employability skills, they will receive up to **£1,500 for each new recruit**
- This money is to be spent to **support set up and training** (incl. uniforms) and will be monitored and audited by DfC
- As spend is audited, **PLEASE use this fund** to offer the **best possible training** for your young person.



How can Springboard Charity Support you?

- **Help** with the Application process
- **Assist** with the recruitment process
- **Provide** the required training plan and job templates
- **Offer** employability induction training
- **Deliver** employability and occupational skills training in line with the 6 month training plan.
- **Provide** monthly employer report for auditing and certificate of participation upon completion
- **Support** the young person to find a new role should your business be unable to retain them after 6months.



Training, Modules and Webinars

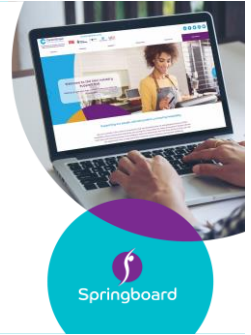
We provide a Blended Learning offer: live teaching, online modules and webinars

6 Month Training Plan:

Induction: Introduction to HTL; communication skills, Teamwork, Work Capabilities, Your Shine Smiles Through, Irish Welcome, Covid modules, First Aid Awareness, Wellbeing, HSS.
Additional Employability Skills: Work Mindset, CV Skills Feedback (each CV reviewed by a SB team member, with feedback provided back to the Trainee); HLT Careers (live group training via webinar) - **5 Occupational Skills:** Bar Academy, Coffee Culture, Housekeeping, Bartender, The Waiter, Wine, Creating Cocktails

Stand Alone Training Plan:

Soft skills: Timekeeping, Confidence & Assertiveness, Goal Setting, Team Work,
Employability: CV Skills, Interview Skills + **5 Occupational Skills**



Costings

- Application support £150
- Recruitment support £150
- 6 Month Training Plan £1288 pp
(End to end support with post placement aftercare)
- Stand Alone Training Plan £580 pp



Summary

- This is a real golden opportunity for HLT businesses to develop their 'Talent Pipeline' and **plan** for the future.
- **Investment** in a training package will undoubtedly reap rewards for your business and allow you to concentrate on growing your business and doing what you do best.
- It is an opportunity for the HLT sectors to showcase the amazing **opportunities** they have to offer young people, irrespective of their backgrounds or academic capabilities.



