

Lincolnshire Coastal Careers Talent Programme

In partnership with Boston College

Make your best people even better with this bespoke
Level 3 apprenticeship programme



Tailored to meet seasonal business demands and the challenges of staff engagement and retention, this package is designed to motivate and inspire your teams – encouraging them to promote quality and growth across your business.

✉ apprenticeships@boston.ac.uk

☎ 01205 313218

A unique programme for coastal businesses with added value built in

Turn the seasonal nature of the coastal economy to your advantage with an initial 2-week (low season) training programme delivering qualifications valued by business at no cost. Delegates move on to engage with one of two high quality apprenticeships, largely delivered outside the high season and already used by market leaders in the hospitality and leisure sector.

A choice of industry standard advanced apprenticeships

Hospitality Supervision - Advanced Apprenticeship

Offering range of specialist pathways which cover key supervisory functions within the hospitality industry such as Food and Beverage Supervisor, Bar Supervisor, Housekeeping Supervisor, Events Supervisor and Front Office Supervisor.

Team Leader - Advanced Apprenticeship

A Team Leader or Supervisor is a first line management role, with operational and project responsibilities or responsibility for managing a team to deliver a clearly defined outcome. Typical job roles for this apprenticeship would be Supervisor, Team Leader, Project Officer, Shift Supervisor, Foreperson, and Shift Manager.

Employer Benefits

- ▶ Keeping good staff - who remain engaged year-round and are available when you need them for the next season
- ▶ Motivate and get more from your best staff by providing them with great qualifications.
- ▶ Use the business improvement project (a requirement for qualification assessment) to identify improvements in quality and service or areas for growth.

The Delivery Model

This proposal is subject to employer input and development to ensure it meets the needs of the local economy.

Apprenticeships have a minimum duration of 12 months and a day, and this has historically caused problems for workers on seasonal contracts. This programme aims to overcome this barrier by concentrating the requirement off-the-job training into two periods, either side of the season, freeing up your employee to concentrate on your business from Easter to October.

We are only offering Level 3 (advanced) apprenticeships as this programme is focusing on staff retention from season to season to minimise recruitment issues and on developing higher level skills to support the growth of the visitor economy and increasing productivity and profitability. These apprenticeships require 12 months in training followed by up to 3 months to prepare for the end point assessment. The apprenticeship contract will therefore last from January 2022 to March 2023.

Introducing the 2-week 'Keep Warm' programme - packed with useful qualifications and practical skills

Proposed content:

- ▶ ILM Level 2 Team Leading Award qualification
- ▶ Confidence building activities, Belbin team roles and team working skills
- ▶ IOSH Managing Safely qualification
- ▶ Decision making, time management and problem solving skills

This programme will be delivered during November and December at an accessible training location on the coast.