INSPIRE

The Quality Standard for Work Experience

Springboard
CHARITABLE TRUST

INSPIRE

INSPIRE
WORK EXPERIENCE
SPRINGBOARD APPROVED

Welcome

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Springboard

Agenda

- Introduction to Springboard
- Overview of INSPIRE
- Work Experience-Good and Bad
- INSPIRE Guidance
- Next Steps

Springboard

- Set up in London 19 years ago
- National Charity with regional presences across the UK
- Employ 38 people and raises £1.6m per year

Springboard is the only organisation that actively promotes the hospitality, leisure, travel and tourism industry as a 'great place to work!'

Springboard Mission

- Promote the industry as a ‘great place to work’
- Reliably inform, advise, guide, educate, develop and support people seeking work in the HLTT
- Facilitate inspiring opportunities for people to gain work experience and sustainable employment

Business Partners

Over 60 employers from Hospitality, Leisure, Travel and Tourism are Business Partner members

- **Tangible Business Benefits**
- Massive brand awareness in the labor market
- Positive promotion as an employer of choice
- Driving motivated recruits to your door
- Attracting **home grown** talent
- Low-cost alternative route to recruitment
- Effective solutions to HR priorities
- Supporting Corporate Social Responsibility

Overview

- What is the need?
- What does it look like?
- What it means to you?

Background

- MI & SJS concerned about ability to attract good people into our industry
- Teachers & parents were resistant
- Quality not always the best!
- Yet…work experience most important factor influencing career choice!

CONCERNS. . .

- 40% of hospitality students did not enter as direct result of placement
- Lack of proper guidelines
- No industry standards
- Staff not briefed to deliver

Work Experience Good/Bad

Activity

- Think of when you did your work experience and the experiences you had

- List one time when you had a great experience

- List another time when you had a bad experience

INSPIRE WAS BORN!

INSPIRE-the definitive guide

- Published pack & on-line format
- 4 sections, plus CD of templates for forms and certificates
- Plus a dedicated support website
- The right to use the Quality INSPIRE kitemark

INSPIRE KITEMARK

INSPIRE

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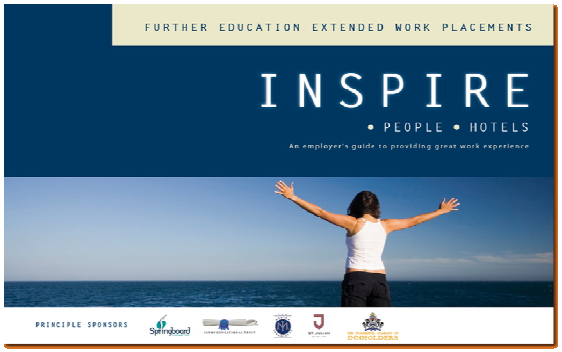
The Pack



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The Pack

- Step by step guidelines
- Before, during & after
- Hints & tips
- Documents, certificates, letters on CD

www.inspire.springboarduk.net

- Secure password and username and exclusive access to up to date information
- Easy to access user friendly templates
- Online ordering facility
- In the future
  - Case studies, best practice
  - Broker search facility
  - Video footage of good practice
  - And more..

Benefits of INSPIRE to the industry

- Greatly improve quality, consistency and importance of work experience in hotels
- Directly influence to quality of new recruits
- Form part of a recruitment channel
- Inspire more talent into the industry

INSPIRE into industry

- Each hotel will receive a copy of the pack inc the CD ROM
- Each pack has a covering letter and two copies of the agreement
  - One copy to keep and sign
  - One copy to send back to Springboard
- Also issued with a user name and password for the website

Benefits of INSPIRE to the student

- Employers who carry the kitemark have made a commitment to providing quality assured work experience – **work experience that is worth doing**
- If you do work experience with an INSPIRE employer you are assured of quality work experience
- via INSPIRE you have one resource to look for work experience
- work experience with an INSPIRE employer gives you the opportunity to be **talent spotted**, **enter into the industry** with employers who care about the quality of work experience they offer and want to attract the best recruits

Are you ready to INSPIRE your students?

Any Questions?

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