

Work Placement Commitment for the Hospitality Industry

Recruiting and retaining staff has long been a challenge for the hospitality sector. The sector faces a number of misconceptions, such as low pay, long unsociable hours, limited opportunities to develop and not offering long-term careers.

People 1st International, along with our key partners, is keen to support industry in attempts to change this perception and highlight the diverse opportunities and fantastic careers available and to show that the industry is changing for the better. This can only be done if industry works together and commits to being an 'employer of choice', providing good quality training, work-life balance and support to their staff.

To support this, we are inviting industry to sign up to the 'Work Placement Commitment' below and to work with People 1st International, educational institutions and our partners to promote the hospitality industry as a rewarding career choice.

Golden rules to help attract future talent and support individuals on work placement

- A training / development plan is in place for each individual that provides a structured and enriching work placement
- Job rotation and cross training takes place to not only give students a realistic insight into the role, but also give them a wide range of opportunities to broaden their experience and understanding
- Team members are clear on the role they will play during the placement to support, manage and mentor individuals
- The importance of work-life balance is promoted and encouraged
- Everyone receives regular feedback and has the opportunity to give constructive feedback
- Individuals are encouraged to and supported in completing their training / qualification
- Everyone is treated with respect
- Key personnel are encouraged to build relationships with local schools, colleges and universities and support them in promoting the hospitality industry as a reputable career choice
- Third party safeguarding / employee assistance support is available to all
- Mental health, human trafficking and modern slavery awareness is available to all

To register your commitment, visit: www.people1st.co.uk/code-of-conduct