

Effective Practice in Hospitality MA Frameworks

What providers can do better and effective practice

The SDS/Education Scotland “Hospitality Effective Practice” event was held on 21st May 2019. Providers who attended considered the findings and recommendations of the Education Scotland review of Hospitality Modern Apprenticeships and considered quality improvements in their training delivery.



Diversity in Hospitality

- Establish links with equalities organisations
- Participate in recruitment fairs
- Communication and promotion within primary schools
- Providers communicating more (more collectively work together)
- Use a variety of different assessors
- Adapt units to suit different learners where possible

Employer Engagement in Hospitality

- Use apprentice to attract employer
- Getting employers engaged in shaping programme, particularly unit selection
- Demand more of employers in their engagement
- Define roles and responsibilities clearly
- Encourage better quality employer involvement by engaging with the whole organisation, not just one contact
- Dedicated member of staff as mentor for the apprentice



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What providers want from SDS and Education Scotland - You asked.... We are doing....

More awareness of MAs within schools

Scotland's Apprentice Network; a new network of apprentice ambassadors

- A network of apprentices, past and present, aged 16-29
- Membership is made up of apprentices who are interested in working with schools to share their experience and the benefits of being an apprentice

If you are interested in getting involved please visit the [SDS website](#) for more information.

Extend funding/contribution rates for older apprentices

SDS recognise the ask from providers to review the contribution rate for hospitality frameworks. We require an informed understanding from hospitality providers of their costs to deliver to allow a full review. SDS will be reviewing all rates for future delivery for the medium term within the current uncertain political context and we will engage with all sectors in this review. Any provider who wishes to provide evidence should contact Paul.mcguinness@sds.co.uk

Run workshops and training on cultural differences

SDS runs CPD workshops regularly. This year we have confirmed training on Tackling Hate Speech and other sessions on race equality will be confirmed soon. SDS will also be running a series of 'effective practice events' across Scotland for providers to share examples of action they have taken to improve diversity on MAs. [News and events](#).

Enhanced funding to help sustainability

Enhanced funding is currently being reviewed; SDS is working with the Scottish Government to understand its use and to influence direction moving forward. Providers should do their best to ensure that participants engaged on programmes are comfortable disclosing from the outset.

Share best practice/case studies: More SDS provider case studies

SDS actively encourages all Training Providers to highlight any good case studies to us through your SIA or Equality Executive (taking into account consent)

More information on the Ethnic Intersectionality Incentive

Speak to your SDS Equality Executive or find guidance on the [SDS website](#).

Develop FA in hospitality: More focus on showing progression through levels of FA/MA/GA

SDS is currently piloting a new Hospitality offering at SCQF L4/5 and has just initiated a Future Standards Architecture programme designed to bring harmony across the apprenticeship family which may bring new developments to existing frameworks. [Information on FAs](#).

