

Linking Prison Leavers with the Hospitality Sector

About the HTSB

This document was prepared by the Hospitality and Tourism Skills Board (HTSB). The HTSB sits under both the Hospitality Sector Council and Tourism Industry Council. Membership of the Board is drawn from senior operators and business leaders from across all the sub-sectors covered by hospitality, tourism and travel, and including SMEs. Membership also includes trade associations and other leading bodies within the sector, working together to provide pan-industry leadership to coordinate and deliver the sector-wide activity required to transform productivity and deliver the skilled workforce required for sustainable growth in hospitality and tourism across the UK.

Introduction

At present, alongside a variety of pressures on the sector, the hospitality industry is facing a severe workforce crisis. To find the solutions to this crisis, the Hospitality and Tourism Skills Board is working to unlock all potential streams of employment for businesses to tap into. This includes strengthening the pathways for prison leavers to find employment in the sector. The Board has brought together the leading organisations within this space to deliver a coordinated process of engagement for businesses that are yet to tap into this slice of the workforce.

The hospitality industry has already made great progress in providing pathways for prison leavers to enter the workforce upon their release. Businesses have recognised that ample prisoners learn the skills that the sector is currently facing a deficit of, enabling them to be job ready upon their release. It is therefore crucial that businesses are able to work closely with prisons across the country and provide immediate employment. This requires working with the prisons to ensure that the individuals receive the necessary skills provisions to make them job-ready.

New Futures Network

Working immediately with the prisons is the New Futures Network (NFN); a specialist part of Her Majesty's Prison and Probation Service (HMPPS). They advertise jobs in the prison and give a national scope to the roles available; they can send relevant CVs to businesses; and invite organisations into prisons to show prisoners the potential to work in your business. NFN assess the individual's needs and where they are from an employability perspective. Springboard is then able to provide hospitality specific training. Springboard currently provides this service in Scotland, providing the provision to put people in training. They can also refer leavers onto programmes, as well as match people straight up.

In October 2022, NFN launched their 'Unlocking Hospitality Campaign'. The campaign ran over a fortnight and gave hospitality employers the chance to see the work that goes in in prisons to understand the training that prisoners receive and meet future employees. If you would like to get involved with the NFN, please contact [George Welborn](#).

Only A Pavement Away

Only A Pavement Away (OAPA) has a broad range of ongoing work within its custodial programme. They have established employer recruitment fairs in prisons with the plan to run 2 per month and have set up a jobs board, which is going into every prison and being used by their employment partners. They are also investigating a virtual reality offer for training prisoners and have set up the Learning Kitchen Programme with Gaucho and Greene King, with 10 more sites being assessed. Only A Pavement Away operates in all 68

prisons that have a focus on hospitality. The Only A Pavement Away Jobs Board has been opened to both The Clink Restaurant charity & The Right Course.

An initial review showed that employers were struggling to navigate the custodial system and were looking for a central point of co-ordination. Only A Pavement Away offers support with sign posting prison leavers to homeless charities including forms of financial assistance. On many occasions employers have taken part in recruitment exercises without investigating prisoner release catchments, extent of offence or right to work.

OAPA's website includes a '[Get Involved](#)' page where you access various ways to support their work, join projects, and many more.

The Clink

The Clink works in partnership with Her Majesty's Prison Service to run projects that train and give practical skills to prisoners to aid their rehabilitation. This includes the 25 Clink kitchens run within prisons, which government has planned to double the number of by the end of 2023. Upon release, The Clink Charity helps graduates find employment within the catering and hospitality industry.

On their website, The Clink has [guidance](#) available for employers interested in taking on a Clink Graduate, as well as variety of other ways to get [involved](#).