

## Recruitment Challenges – Hospitality

The Inverness Big Hospitality  
Recruitment Drive

Working with Ukrainian  
refugees

Looking ahead



# INTRODUCTIONS:



## HIGHLAND HOTELS ASSOCIATION

**COURTYARD**  
BY MARRIOTT



**DYW** | INVERNESS &  
CENTRAL HIGHLAND  
Developing the  
Young Workforce



Department for  
Work & Pensions



Skills  
Development  
Scotland



## BACKGROUND TO PROJECT 122

	Marriott	Mercure	Kingsmills	Ness Walk	Glen Mhor	Mckays	Skeabost H	Druisdale H.	Palace	Craigmonie	Glenmorrison House	Penta Hotel	TOTAL
<b>Kitchen</b>	2	2	2	2	4	1	1	1	2	2	1	1	20
<b>Kitchen Porter</b>		1			1			1	2		1		6
<b>Restaurant</b>	4	3	13	4	8	2	2	4	3	1	3	6	47
<b>Management</b>	1		1			1				1			4
<b>Hskpg</b>	4	3	4	3	6	2	1		3		2		28
<b>Night porter</b>		1	4						1				6
<b>Reception</b>			1	3	1	1		2		1	1	2	10
<b>Leisure Club</b>			1										1
<b>TOTAL</b>	11	10	26	12	20	7	4	8	11	5	8	9	122



# SCHOOLS LUNCH TIME TAKEOVER CULLODEN ACADEMY & INVERNESS HIGH SCHOOL





**A WORLD OF WELCOME  
AWAITS YOU!**



**HH**  
HIGHLAND HOTELS  
ASSOCIATION

"I started out as an apprentice and got to work in all areas of the hotel before I finally decided to be a Chef."

*Airon*

[www.highlandhotels.scot/jobs](http://www.highlandhotels.scot/jobs)



**HH**  
HIGHLAND HOTELS  
ASSOCIATION

"I moved from Retail to Hospitality and have never looked back"

*Erin*

[www.highlandhotels.scot/jobs](http://www.highlandhotels.scot/jobs)

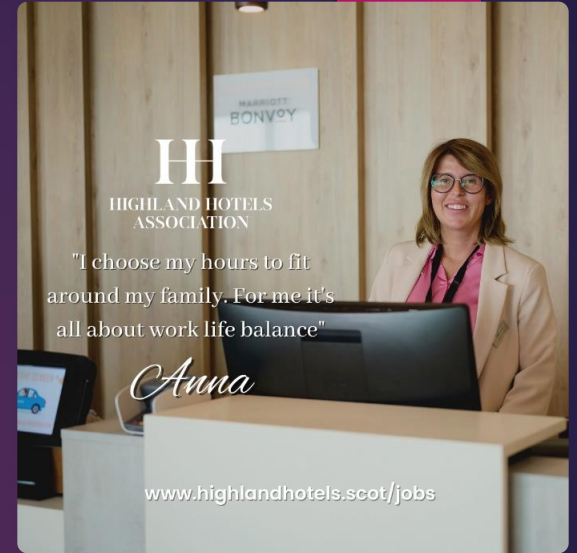


**HH**  
HIGHLAND HOTELS  
ASSOCIATION

"I've worked in the Oil and Gas Industry before becoming a Concierge in a hotel in Inverness. Changing career direction later on in life has opened up a whole new world of opportunity for me"

*Colin*

[www.highlandhotels.scot/jobs](http://www.highlandhotels.scot/jobs)



**HH**  
HIGHLAND HOTELS  
ASSOCIATION

"I choose my hours to fit around my family. For me it's all about work life balance"

*Anna*

[www.highlandhotels.scot/jobs](http://www.highlandhotels.scot/jobs)

**AN INDUSTRY FOR ALL...**



MARKETING  
THE  
RECRUITMENT  
DRIVE












## MEDIA COVERAGE

"I was looking for a career change so came along" Attendee Jobs Fair

"The recruitment campaign was very helpful. Not only to find staff, but also to show the public that hospitality is buzzing, it offers fantastic opportunities for everyone, and that hotels are great place to work" Emmanuel Moine

## OVER 50 POSITIONS FILLED

"The Highland Hotels Association have been delighted with the overall response to the recruitment campaign. The campaign was initially conceived following a meeting with SDS and a subsequent 'emergency' meeting. As part of the de-brief, we have committed to continuing with the schools programme twice each year and casting the reach to all secondary schools in the Highlands. This has been a very positive and successful collaboration and we would like to thank our partners for all the energy and hard work to get us to this stage". Ina Davies



# Working with Ukrainian Refugees – host families and live in options

[UKRAINE.MOV ON VIMEO](#)

# LOOKING AHEAD



PARTNERSHIPS INC WORK  
EXPERIENCE



SPONSORSHIP  
OPPORTUNITIES