

Improving the Linkages Between Disadvantaged Groups and Local Communities with Employment Opportunities in the Tourism Sector

City & Guilds Centre for Skills Development and EQUATIONS
25th September 2012

CEO Centre, Doddagubbi, Bangalore
080-23651725

The City & Guilds Centre for Skills Development (CSD), an international not for profit research and development organisation which focuses on improving social and economic prosperity through skills development has been working with EQUATIONS, India to conduct research into effective approaches to developing recruitment and training programmes for hotels working with local communities.

As part of this research, CSD and EQUATIONS is keen to bring together stakeholders from across the sector to hear perspectives and to discuss on -

The issues facing the tourism industry in employing a greater number of individuals from local communities and disadvantaged groups within the sector.

- Existing approaches to addressing these issues
- Priorities for organisations and the communities in which they operate.
- Potential areas for collaboration.

Programme Schedule:

Time	Topic	Presenter
09:00 to 09:30	Registration	
09:30 to 10:00	Welcome & Introduction	CSD and participants
10:00 to 11:00	Presentation of findings from research + discussion	EQUATIONS
11:00 to 11:15	TEA/ COFFEE BREAK	
11:15 to 13:15	Improving the linkages between disadvantaged groups and local communities with employment opportunities in the tourism sector	<ol style="list-style-type: none"> 1. Government – H D Pande, Managing Director, Garhwal Mandal Vikas Nigam 2. Hotel accommodation – Steve Borgia, CMD, INDeco Leisure Hotels Pvt Ltd 3. Community based tourism initiative – Sunil Kainthola, Managing Director, Mountain Shepherds Initiative 4. Tour operators – Mirza Zulfiqur Rahman, Gypsy Feet 5. Educational & training institutes - Adrian Reghelini, Regional Coordinator, Asia Pacific, Youth Career Initiative
13:15 to 14:15	LUNCH	
14:15 to 15:15	Breakout sessions	
15:15 to 15:30	TEA/ COFFEE BREAK	
15:30 to 16:30	Reporting back (chairs from breakout sessions) + Discussion	
16:30 to 17:00	Moving forward	

Discussion Points – Community/Business Links & Current Skills Situation

- Outline of your organisation
- From your perspective what are the challenges for individuals from disadvantaged groups, as well as from local communities surrounding hotels / other tourism activities to get employment within the tourism industry?
- What approaches for community engagement do you think create effective interaction between community groups and tourism businesses? Please give specific examples of initiatives that have worked well for your organisation, and those that have not worked so well.
- What from your experience are the key skills for employment in the tourism sector and what are the key skills gaps, in terms of the specific roles that are difficult to recruit for and the specific skills that individuals generally lack when entering into the tourism industry and why are they there? What strategies will help in overcoming this challenge?
- Which career progression routes do you think are available to people coming from the local communities and/or to people belonging to disadvantaged groups? Can you quote any examples? What could be done to help individuals progress further in the industry?

For further information, contact:

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