



Fife College

HOSPITALITY



# Tay Cities Region Deal (TCRD): Hospitality Skills Project

## Career Pathways Development Summary Slides – Research Paper

March 2026

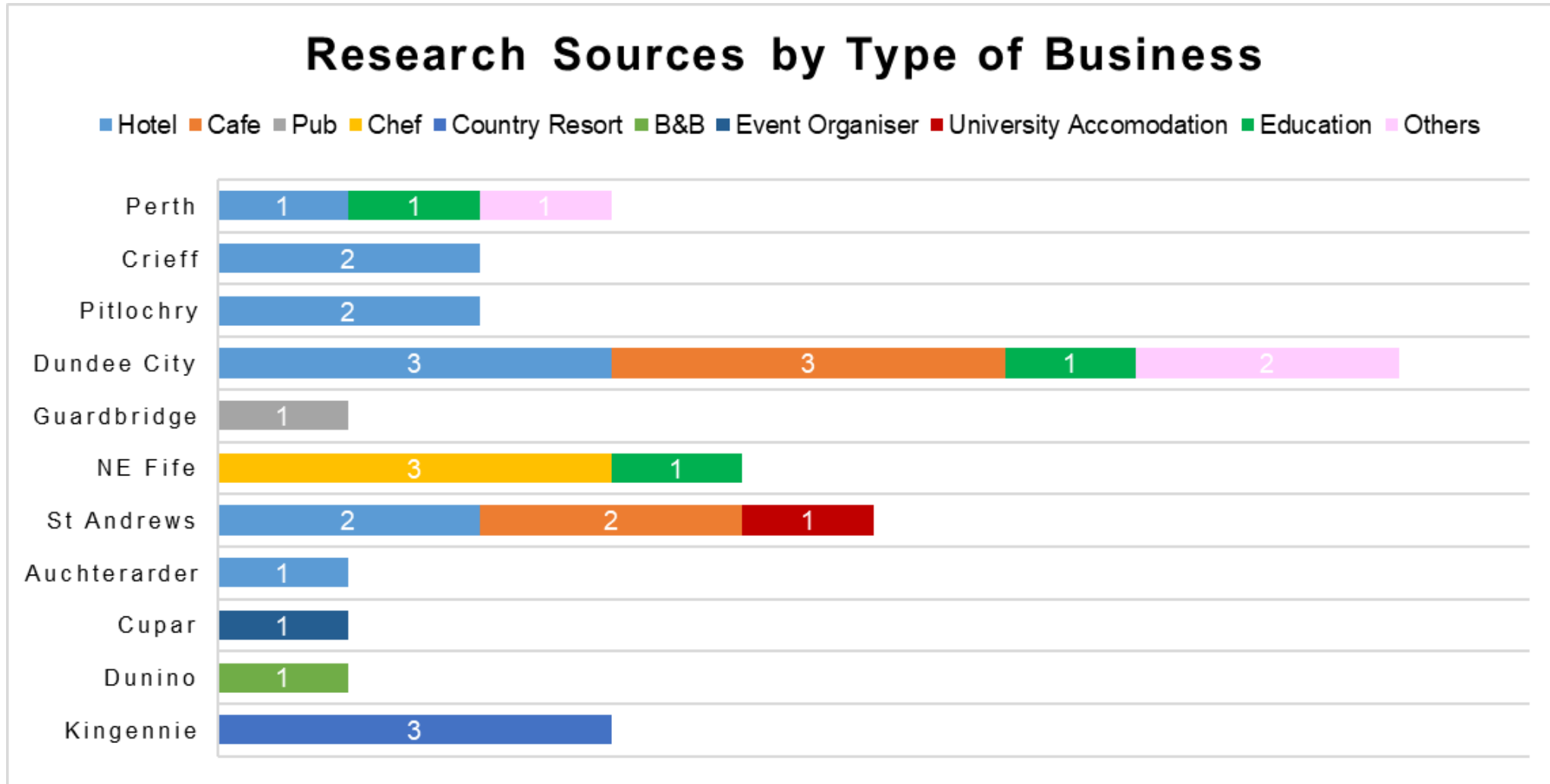
# Introduction

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- The research presents findings from a study exploring current challenges and opportunities in hospitality career development, with the aim of establishing clear pathways from school through to management.
- Drawing on insights from industry partners, education providers, employability organisations and private trainers, it outlines a coordinated approach to developing open and achievable career routes into the sector.
- By bringing these perspectives together, the paper highlights how the Tay Cities Region can support individuals at every stage of their hospitality journey while strengthening recruitment, retention and progression across a predominantly rural workforce.



# Research Sources





# What We Heard

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"poor reputation of careers in hospitality"

"encourage businesses to invest in training"

"younger employees need to be prepared for work"

"need for training for new entrants and experienced workers"

"chef talent pipeline is in decline"

"find trainers who have hospitality backgrounds"

"soft skills and basic people skills are highlighted as critical"

# Improvement Needed

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-  Stronger collaboration
-  Increased information sharing
-  Enhanced employer partnerships
-  Understanding of hospitality working patterns
-  Early engagement in schools
-  Training content
-  Understanding AI

# Recommendations

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**Customer Care Programmes-** To design and deliver a new programme, created by the partner Colleges.

**Artificial Intelligence (AI) Short Course-** Made available to all hospitality organisations and their employees.

**Chartered Institute of Personal Development (CIPD) level 3 foundation certificate-** This course will train and upskill existing workforce.

**Train the Trainer Course-** To create an internal training culture.



# Recommendations

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**Liaise with Universities-** Hospitality industry can contribute real-world examples and break down barriers.

**Grant Application-** To be as easy and streamlined as possible to maximise training opportunities for everyone.

**Entry Level Short Course-** For school leavers and job seekers ensuring an accessible pathway to industry.

**Hospitality Clubs-** Extra-curricular programme used as an introduction to hospitality within the school environment.



# Recommendations

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**Barista Skills-** Introduced to S3 – S6 pupils and create a realistic environment to improve confidence and introduce hospitality skills.

**Promotion of related HNC courses-** To help reposition hospitality as a strong academic and professional choice.

**Visual Career Pathways-** Create visual pathways into the hospitality industry.

**Trainers-** To strengthen the workforce with hospitality relevant training models.



# Recommendations

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**School Chef Competitions-** TCRD Hospitality Skills Project to sponsor a series of Chef competitions throughout the region.

**Career Advisor Information Sessions-** Attend information sessions ensuring the transfer of information is transparent throughout the region.

# Conclusion

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This summary is provided for information only.

A more detailed analysis, including full research findings and supporting evidence, is available in the research paper on our website at: [Career Development Pathway | Fife College](#)



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## Get in touch

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