



Case study: NVQs Terri Mitchell, bar worker



I can't understand why every pub or bar doesn't do NVQs for its staff

National Vocational Qualifications (NVQs) are available in a range of subjects that are suitable for the on-trade and CPL Training looks after 700 NVQs in hospitality each year.

"I can't understand why every pub or bar doesn't do NVQs for its staff," says NVQ assessor for CPL Training, Amanda Weir.

"Staff are willing to learn more if given the opportunity and managers should support them."

Terri Mitchell, who is 22 years old and has been in bar work since she was 18, has just gained a Level 2 NVQ in Food and Drink,



Always learning: Terri Mitchell has earned a Level 2 NVQ in Food & Drink

which is equivalent to a GCSE grade A to C. She has now begun her Level 3 in Hospitality Supervision.

"You're learning on the job, so why not gain a qualification at the

same time," she says. "I love doing my job; it's easy to learn with the other members of the team. I'd recommend NVQs to anyone!"

NVQs, which are developed by the Sector Skills Council, are

available to adults and young people aged from 18 to 60-plus, as long as they are employed or studying at college and have a part-time job or access to a work placement.

Retail Agreement: This is an agreement to allow entry into your own pub and gives you the facility to develop your own pub business without the higher entry costs of a traditional Tenancy or Lease agreement. It gives all the support and guidance that you would expect from a managed house but allows you to use your own entrepreneurial skills to develop and grow your business.

Before you take on a new Retail Agreement we will refurbish the interior and exterior of the building to a high standard, where it is required, it will then remain our responsibility for all ongoing repairs to the building. We will also make sure the domestic living accommodation is of a comfortable standard so you can concentrate on running your business and decorating. In addition we also retain ownership of the fixtures and fittings, the stock for resale and all the running costs of the pub i.e. Rates, Electric, Gas, Water, Utilities, Marketing, in fact most of the cost associated with running the pub.

Some frequently asked questions which may help you decide whether this is the right agreement for you.

Will I be an employee?

No, you will be a self employed individual.

This will be your own business and you will need to register as such. We recommend that you get professional advice to help you decide on which is the most suitable for your own circumstances.

What are the ingoing costs for this business agreement?

There is no premium for the agreement; but you will be required to lodge a security deposit for the duration of your agreement.

How much will I earn with the retail agreement?

You will earn 20% of the net turnover per week for you and your staff costs.

When do I get paid?

You will be asked to raise a weekly invoice at the agreed rate for the preceding weeks trading. This will be paid immediately.

Who will be responsible for the staffing of the business?

You will have total responsibility for the recruitment and training of your staff although we will provide at our cost the initial staff training to ensure your first few weeks go as smoothly as possible.

What support will I get from my BDM?

Your BDM will ensure that you agree a business plan before you enter the pub. This will then form the basis of regular business reviews that you will have with your BDM.

What other support will I receive.

In addition to your BDM you will have the support of the Area Property Surveyor to ensure that the property is maintained to the required standard. You will also get the support of a Beer Quality Technician to help you look after your beer and cellar and you will get full support from the training team.

How long does the Retail Agreement last?

The initial agreement is for a period of five years.

**Interested? Find out more at:
www.runyourlocal.com**

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