

Apprenticeship and Sustainability of Family-Owned Tourism Businesses: A Systematic Review

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Abstract

Family-owned enterprises are business setups owned by families. With their business model, whereby they are managed by family members, the enterprises are exposed to adverse economic pressures and more likely to fail. To overcome the challenge, the businesses are known to nature apprenticeship. As a result, the study investigated how apprenticeship education can provide tailored and practical solutions, yielding valuable insights for business owners to enhance sustainability. Specifically, the study examined the impact of apprenticeship education on job creation, identified obstacles to implementing such programs and offered recommendations for improvement. Key value creation and sustainability areas within family-owned tourism businesses. This framework aided in analyzing key value proposition components, such as customer segments, channels, and revenue streams. A comprehensive literature review guided by this framework explores the contributions of apprenticeships to sustainability. The review protocol included keyword searches in major bibliographic databases and strict inclusion and exclusion criteria for data collection. Our findings indicate that apprenticeship programs considerably boost job creation in the tourism sector by providing an essential hands-on experience, which is crucial for sustaining family-owned businesses in Seychelles. The benefits of this model include affordability and accessibility. The key obstacles identified were legal noncompliance and inadequate training resources. Our tailored program recommendations specifically address the workforce development needs in the tourism sector, offering actionable insights for educators and business owners in Seychelles and similar economies. Critical concerns for successful implementation include managing post-crisis relationships, funding strategies, and integrating academic theories into professional practice.

Keywords: Attitude to entrepreneurship, Curriculum design, Entrepreneurship; Entrepreneurial knowledge, Entrepreneurial skills acquisition, Formal education