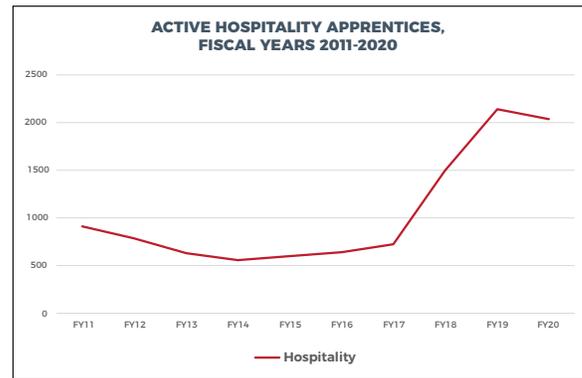




## DISCOVER APPRENTICESHIP: HOSPITALITY

The hospitality industry is traditionally one of the fastest growing industries in the United States and a place where many workers find their first job. For many, it can be a step towards a life-long career. Employers are looking for ways to train workers with the critical skills necessary for success, offer an accelerated pathway to climb the career ladder, and reduce employee turnover. Apprenticeship programs help make this possible. In 2020, there were 2,037 registered apprentices in the hospitality industry, more than tripling over the last seven years.<sup>1</sup>



### HOSPITALITY AND THE GROWING TALENT GAP

The hospitality industry is critical to our country's infrastructure and its economic competitiveness. The challenge? Significant talent shortages and skill gaps are slowing employers' efforts to expand, innovate, and excel.

- ✔ Increasing worker retention
- ✔ Making prospective employees aware of the long-term, rewarding career pathways within the industry
- ✔ Implementing workforce training models that effectively develop and upskill talent

These workforce challenges impact your productivity and profitability. The good news? There is a proven solution to meet your talent challenges: apprenticeship. It can be integrated into your organization's current training and human resource development strategy.

#### SNAPSHOT: Apprenticeable Occupations

- ▶ Restaurant Manager
- ▶ Hotel Manager
- ▶ Cook
- ▶ Lodging Manager
- ▶ Hotel Associate
- ▶ Nutrition Care Specialist

<sup>1</sup> The numbers represent apprentices associated with the NAICS Code 72.

## APPRENTICESHIP: YOUR TALENT DEVELOPMENT SOLUTION

Employers in the hospitality industry across the U.S. and among our global competitors use the apprenticeship training model to recruit, train, and retain workers with the right skills. Apprenticeship has been the most effective training model for enhancing companies' performance and competitiveness.

### WHAT IS APPRENTICESHIP?

Apprenticeship is an industry-driven, high-quality career pathway where employers can develop and prepare their future workforce, and individuals can obtain paid work experience, classroom instruction, and a portable credential. Employers can choose to register their programs with the U.S. Department of Labor to show prospective job seekers that your apprenticeship program meets national quality standards.

*“As a business of people serving people, the hotel industry thrives because our people are at the core of the industry. We proudly invest in the women and men who are the backbone of the hospitality industry and ensure they have the training, skills, and resources necessary to earn promotions and climb the ladder from entry level to management. The apprenticeship model has been proven to successfully address our talent needs,”*

**-Rosanna Maietta, Executive Vice-President,  
American Hotel & Lodging Association (AHLA)**

### HOW CAN APPRENTICESHIP HELP YOUR COMPANY?

Hospitality employers realize a number of benefits from implementing apprenticeship programs. Through apprenticeship, you will:

- ▶ Vet workers and instill your company's culture
- ▶ Recruit and develop a diverse and highly-skilled workforce
- ▶ Improve productivity, profitability, and your bottom line
- ▶ Reduce turnover, improve loyalty, and retain top talent
- ▶ Demonstrate investment in your community

Partner with the Office of Apprenticeship and access a nationwide network of expertise, customer service, and support. Our apprenticeship team creates business solutions and helps you achieve workforce results quickly.

## DISCOVER APPRENTICESHIP TODAY!

Want to learn more? Visit the U.S. Department of Labor's one-stop source for all things apprenticeship: [www.apprenticeship.gov](http://www.apprenticeship.gov) or call our toll-free number:

**Phone: 1-877-872-5627**

**Speech and Hearing Impaired: 1-877-889-5627**

Sponsored by the U.S. Department of Labor. The U.S. Department of Labor, Employment and Training Administration promotes registered apprenticeship under the National Apprenticeship Act.