



Grow Your Future Leaders Through Apprenticeship

The American Hotel & Lodging Association has recently developed an industry-wide apprenticeship program for Lodging Managers. The program was developed by industry – for industry – and has been officially registered with the United States Department of Labor.

What is Apprenticeship for Lodging Managers?

Apprenticeship is a structured training program that combines on-the-job learning with supplemental classroom education. Apprentices complete a departmental rotation where they master the core competencies needed for managerial success, while at the same time take classes online to help reinforce what they are learning on the job. Online classes in the program are taken and ordered through the American Hotel & Lodging Educational Institute (AHLEI). The typical time to complete the program is approximately 6 months and can be done at any size or type of lodging property.

Key Benefits for Employer

- **Higher retention rates** 91% of apprentices stay with their employer after completing their program
- **Skilled employees** Apprenticeship trains employees with the exact skills needed to ensure the success of your property
- **Access to federal funding** There is potential for up to 75% of an apprentice's wages to be reimbursed with government funding, giving hoteliers the opportunity to develop skilled managers while receiving fiscal support from the government

Key Benefits for Employee

- **Earn while you learn** Apprentices are paid as employees from day one
- **Hands on training** The career path to management is accelerated via this structured industry program
- **National industry certification from AHLA** Earn one or more certifications from AHLA, as well as significant college credit for completing the apprenticeship program

Who is Eligible?

- **New hires or current employees are eligible candidates**

Apprenticeship programs are a good way to reward high-performing employees, move them up the career ladder within the business, and ensure longevity with the company. For example, hotels may enroll a current Front Desk Associate in the Registered Apprenticeship Program and place them on a career path towards becoming a department manager or future General Manager for the property.

What is AHLA's Role in this Process?

AHLA is working with the National Restaurant Association Education Foundation (NRAEF) on a nationwide project to expand apprenticeship in the hospitality industry. As part of this work, AHLA created the Lodging Manager apprenticeship program to help grow the "bench strength" of the industry for supervisory and managerial positions.

AHLA will provide technical assistance to each employer throughout the entire journey – serving as an advisor and helping to guide you through the program from A to Z. AHLA's assistance also includes navigating the federal funding dollars that are available to operators who employ apprentices.

There is no deadline for enrollment and participation can begin at any time, in particular for those properties looking to enroll current employees in the program.

Who Can I Contact to Learn More?

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