



# Transform Your Workforce Through Registered Apprenticeship

## What is a registered apprenticeship?

- A training program that combines on-the-job learning with related educational instruction.
  - Related educational instruction can be corporate training, related curriculum from the American Hotel & Lodging Educational Institute (AHLEI), or a combination of both to satisfy the program requirements.
- An “earn and learn” model – apprentices receive a paycheck from day one.
  - Up to 75% of an apprentice’s wages can be reimbursed with federal funding, a process that AHLA will help each property to navigate.
- A flexible training strategy that can be customized for you

## Who are apprentices?

- 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.

## How can it benefit me?

- **Highly skilled employees** – Develop your next generation of leaders using a nationally approved training model created by industry, for industry.
- **Reduced turnover costs** - 91% of apprentices remain employed after completing their program.
- **Higher productivity** - Studies indicate that for every dollar spent on apprenticeship, employers receive an average of \$1.47 return in increased productivity.
- **Access to federal funding** – Through the Workforce Innovation Opportunity Act (WIOA), local workforce boards across the country can help to fund the wages, training, and development of your employees through apprenticeship.

## 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 has created an apprenticeship program for Lodging Managers to help grow the “bench strength” of the industry for supervisory and managerial positions.

AHLA’s Lodging Manager apprenticeship program has been nationally registered with the United States Department of Labor and provides a complete program model that is easily follow.

AHLA will also 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.

## Who can I contact to learn more?

### Shelly Weir

*Senior VP of Career Development*

American Hotel & Lodging Association

sweir@ahla.com

