



Dreams happen here.

# Creating career pathways for youth through hotel job opportunities.

OPPORTUNITY YOUTH CAN BRIDGE THE GAP

## 6 MILLION OPPORTUNITY YOUTH

16- to 24-year-olds who are out of school and out of work, but who possess the drive and resilience to succeed in the workplace

## THE EMPLOYMENT GAP

The project is helping the hotel and lodging industry fill its critical labor shortage long-term by joining with community-based organizations to attract opportunity youth for careers in hospitality. It aims to increase post-hire retention through pre-employment skills development and wraparound services.

The American Hotel & Lodging Association and the American Hotel & Lodging Educational Foundation are partnering with Grads of Life, a national nonprofit focused on opportunity youth with linkages to more than 200 community partners nationwide.

As part of a pilot program, we will present **\$500,000** in grants to community-based organizations to recruit youth in high-demand markets including Los Angeles, Chicago, Baltimore, and Washington DC.

## 7 MILLION JOB VACANCIES

120,000+ openings in hospitality today, with even more projected for the future



LOS ANGELES



CHICAGO



BALTIMORE



WASHINGTON, D.C.

# Here's how we help opportunity youth have long-term hospitality careers.

AHLA is working with community-based organizations (CBOs) across the country to help opportunity youth launch and sustain careers in hospitality. Our process helps ensure that youth are properly prepared and mentored for success, and that employers benefit from higher rates of retention.



## ONGOING SKILLS DEVELOPMENT AND EDUCATION OPPORTUNITIES WILL FURTHER IMPROVE RETENTION.

Beyond entry-level employment, we provide youth with opportunities to gain the **AHLA certifications** and credentials they need for continued advancement. The **AHLA apprenticeship program** gives emerging leaders a path to management positions. We offer a vitally important program that allows employees to earn **a college degree at no cost**. In short, we're going all in to help the industry solve its employment shortage by giving youth true, supportive pathways for long-term career success.

