



The American Dream, made real.

**AHLA
FOUNDATION Career Development Programs**

Providing pathways to success for employees. Ensuring continued success for the industry.

Launching careers. Changing lives.

Our career development programs are all about empowering sustainable growth. Youth receive the skills training, financial support and AHLA certifications to progress from entry-level worker to management apprentice to college graduate to lifelong hospitality professional. The industry receives the assurance of a strong future.



CAREERS
ARE WIDE OPEN.
ADVANCEMENT IS RAPID.

2033
VP CORPORATE OPERATIONS

2031
GENERAL MANAGER

2029
ASSISTANT GENERAL MANAGER

2028
B.A. HOSPITALITY MANAGEMENT

2024
HOSPITALITY MANAGEMENT STUDENT

2023
AHLA MANAGEMENT APPRENTICE

2022
FRONT DESK SUPERVISOR

2021
FRONT DESK AGENT

2020
TRAINEE



Empowering Youth Program

GOAL

PREPARE YOUTH FOR LONG-TERM CAREERS IN HOSPITALITY. MAINTAIN A STEADY SOURCE OF HIGH-QUALITY TALENT FOR HOTELS.

This national AHFA Foundation program recruits young people for entry-level positions, and provides them with the training, tools and support that will lead to permanent careers in hospitality.

We focus on Opportunity Youth, who are ages 16-24 and out of school and unemployed, but who have the desire and resilience to succeed in the workplace. Each will receive the AHFA Certified Guest Service Professional designation, the highest acknowledgment of guest service for employees in the hospitality industry.

In 2021, the AHFA Foundation amplified its efforts to build tools that will accelerate the speed to hire ratio of the youth into hotel jobs. In partnership with HCareers, we unveiled a new customized online hiring portal that will connect youth to hotel employers seeking to hire graduates from the program. For youth, the portal will offer career navigation tools, job recommendations, and a direct path to an expedited hiring process by hotel employers. Hoteliers have an opportunity to locate community-based organization partners and their students who are participating in the program to address entry-level talent needs. Visit AHFAFoundation.Hcareers.com/youth to learn more.



Apprenticeship Programs

GOAL

BUILD A RELIABLE SUPPLY
OF TALENTED LODGING
MANAGERS AND SUPERVISORS.



To help address the need to build a strong bench strength of managers and supervisors for the lodging industry, AHLA created an apprenticeship program for the position of Lodging Manager.

The **AHLA Foundation Management Apprenticeship Program** was designed with the goal of aligning certification with the fundamentals of apprenticeship and was constructed using more than 100 competencies found in leading AHLA certifications. The result is an industry-created, competency-based, apprenticeship program that offers a direct path to upper management and credential attainment. Apprentices in the program can earn while they learn, but also acquire industry certifications and credit toward a college degree. The AHLA Foundation is supporting apprentices' academic pursuits by earmarking professional development scholarship funding to help pay for these credentials.

The AHLA Foundation has apprentices working in almost all 50 states across the country – from major hotel brands to large and small management companies and independent properties.

The AHLA Foundation also offers a **Hotel Cook Apprenticeship Program**, focused on entry-level talent learning all the skills necessary to work in a culinary role. Cook apprentices do not need any experience working in hospitality or food service to enroll in the program.

The Foundation's program was officially approved and registered with the US Department of Labor in June 2017.

Scholarship Programs

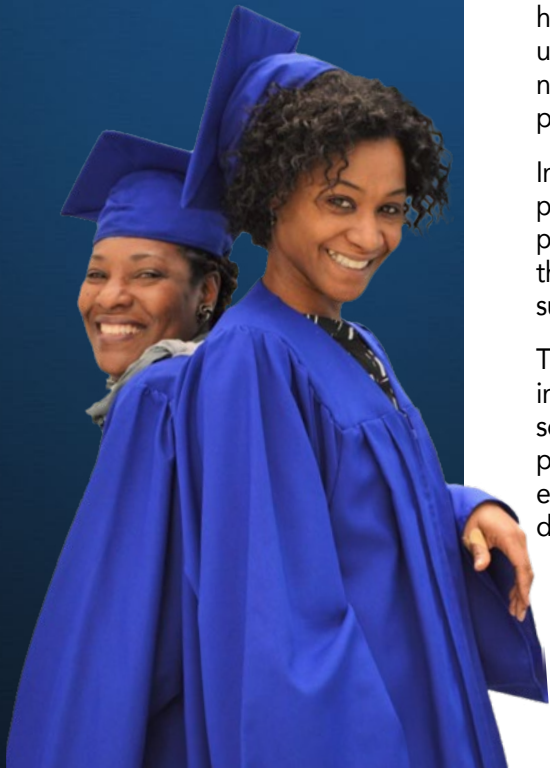
GOAL
MAKE EDUCATION
AND TRAINING MORE
ACCESSIBLE TO
HOSPITALITY STUDENTS
AND EMPLOYEES.

Helping to educate the next generation of hospitality professionals is the essential work of the AHLA Foundation. The Foundation supports three scholarship programs, each one helping a different group of students in their goal of earning a degree or certificate, which will then help guide them on their career path in the hospitality industry. Each year, we support students with over \$1 million in scholarship funding.

Since its founding, the Foundation has distributed more than \$14 million in scholarship funds to promising hospitality management students across the nation through its **Legacy Academic Scholarship Program**. Each year, the Foundation administers nine scholarship programs, providing awards up to \$7,500 for students enrolled in hospitality-related bachelor or graduate degree programs at over 70 colleges and universities across the US. We evaluate applications based on academics, financial need, relevant work experience, extracurricular activities, personal attributes and a passion to pursue a career in the hotel and lodging industry.

In 2020, AHLAF unveiled a new scholarship program that partners with 2-year hospitality programs around the country. The newly created **2-Year Hospitality Scholarship Program** provides meaningful support to deserving hospitality associate degree holders, particularly those who may not otherwise have access to an education. These scholarships cover a substantial portion of students' tuition and school costs for a year.

The Foundation also offers **Professional Development Scholarships** exclusively for individuals currently working at a hotel who want to advance their career. These scholarships enable them to grow their industry knowledge and enhance their professional skills. They also cover the cost of professional certifications recipients earn. Certifications from the American Hotel & Lodging Association are the ultimate distinction of professional excellence in the hospitality industry.



HOSPITALITY
IS WORKING

 **AHLA
FOUNDATION** Career Development Programs

Carrie Alexander, Program Manager, AHLA • calexander@ahla.com • 202-289-3189

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