

# Transform Your Maintenance Workforce Through Registered Apprenticeship



## What is a registered maintenance apprenticeship?

- A training program that combines on-the-job learning with related educational instruction.
  - Related educational instruction can be curriculum from the American Hotel & Lodging Educational Institute (AHLEI), along with any brand-specific training you offer, to satisfy the program requirements.
- An “earn and learn” model – apprentices receive a paycheck with progressive wage increases as they learn new skills.
- A flexible training strategy that can be customized for you.

## Who are maintenance apprentices?

- Maintenance apprentices do not need any experience working in hospitality or building repairs to join the program. During this program, apprentices learn not just the basics of a maintenance role, but also the basics of hospitality.
- Apprenticeship programs are a good way to attract new talent to the industry, 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 talent using a nationally approved training model created by industry, for industry.
- **Reduced turnover costs** 90% 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.
- **Scholarships for Apprentices** All apprentices can earn industry certifications, such as Certified Maintenance Employee, at no cost to them through a Foundation scholarship fund.

## What is AHLAF’s role in this process?

AHLAF is working with the National Restaurant Association Education Foundation (NRAEF) on a nationwide project to expand apprenticeship in the hospitality industry. AHLAF’s Maintenance Employee Apprenticeship Program has been nationally registered with the United States Department of Labor and provides a complete program model that is easily follow.

AHLAF 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?

**Carrie Alexander**  
*Director of Workforce Development*  
American Hotel & Lodging Association Foundation  
CAlexander@ahla.com

