

Pathways to Independence Facts

Pathways to Independence...A Training for Jobs Program is a six-week entry-level hospitality training program designed to help people transition from welfare to work.

Training Program: Six weeks in length with 180 total training hours, 60 hours of which are classroom training and the remaining 120 hours occupational (job) skills training.

Developed by: Marriott's Community Employment and Training Programs Department (CETP)

Date Started: 1991

Where Started: Atlanta

Statistics: Over 2100 graduates over the past eight years

Over 85% graduation rate

Over 90% retention after 90 days

Over 65% retention after one year

Programs with *active contracts* are at the following locations:

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|---|--|
| <ul style="list-style-type: none"> <input type="checkbox"/> Atlanta Airport Marriott <input type="checkbox"/> Atlanta Marriott Marquis <input type="checkbox"/> Atlanta J.W. Marriott Lenox <input type="checkbox"/> Albuquerque Marriott <input type="checkbox"/> Baltimore Harborplace Renaissance <input type="checkbox"/> Boston Copley Marriott <input type="checkbox"/> Charlotte City Center Marriott <input type="checkbox"/> Chicago Renaissance <input type="checkbox"/> Chicago O'Hare Marriott <input type="checkbox"/> Cleveland Downtown Marriott <input type="checkbox"/> Dallas Renaissance <input type="checkbox"/> Dearborn Inn Marriott <input type="checkbox"/> Detroit Livonia Marriott <input type="checkbox"/> Denver Southeast Marriott <input type="checkbox"/> Florida Marriott SLS <input type="checkbox"/> Greenbelt Marriott <input type="checkbox"/> Key Bridge Marriott <input type="checkbox"/> Houston Medical Center Marriott <input type="checkbox"/> Los Angeles Airport Marriott <input type="checkbox"/> Marriott's Mountain Shadows Resort and Golf Club | <ul style="list-style-type: none"> <input type="checkbox"/> Minneapolis City Center Marriott <input type="checkbox"/> New Orleans Marriott <input type="checkbox"/> New York Financial Center Marriott <input type="checkbox"/> Newark Airport/Host Marriott Services <input type="checkbox"/> Norfolk Waterside Marriott <input type="checkbox"/> Omaha Marriott <input type="checkbox"/> Orlando World Center Marriott <input type="checkbox"/> Philadelphia Marriott <input type="checkbox"/> Portland Marriott Downtown <input type="checkbox"/> Richmond Marriott <input type="checkbox"/> San Antonio Rivercenter Marriott <input type="checkbox"/> San Diego Marriott Hotel and Marina <input type="checkbox"/> San Juan Marriott Resort <input type="checkbox"/> Santa Ana Reservations Center <input type="checkbox"/> Springfield Marriott <input type="checkbox"/> St. Louis Pavillion <input type="checkbox"/> St. Louis Airport Marriott/Renaissance Hotel <input type="checkbox"/> St. Thomas/Frenchman's Reef Marriott Resort <input type="checkbox"/> Washington Marriott <input type="checkbox"/> USPS/Marriott Conference Center |
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<i>Previous Program Sites</i>	<i>Projected Program Sites</i>
Anaheim, CA	Edison, NJ
Charleston, SC	Las Vegas, NV
Charles, WV	Miami, FL
Durham, NC	Monterey, CA
Lexington, KY	
Pittsburgh, PA (Interstate Franchise)	
Seattle, WA	
Syracuse, NY (Interstate Franchise)	

Funding Partners: Examples include: Private Industry Councils/Workforce Development Boards, Job Corps, Various Community-Based Organizations, Department of Social Services, Departments of Employment Services, Departments of Labor.

Who are *Pathways* Students: persons with employment barriers, including: Welfare and public assistance recipients, homeless persons, recent immigrants, Job Corps students and persons with disabilities.

Cost: Over \$5,000 per participants. Funding partners reimburse just over half the cost; the remainder is an in-kind contribution by Marriott.

Reasons that Marriott offers the training program:

- We are good associates for our businesses
- Federal government has asked the private sector to participate in hiring former welfare recipients.
- Opportunity to train and "try-out" persons with employment barriers before we commit to offering jobs.
- Contributes to the economic development of the communities where Marriott does business.
- Provides outreach to economically disadvantaged populations and persons with barriers to employment, including those with disabilities.
- Assists Marriott with tapping an underutilized labor source.
- It's good business practice.
- We receive the Work Opportunity Tax Credit (similar to the former Targeted Jobs Tax Credit) which is a federal incentive for employers to hire disadvantaged and "hard to hire" groups of people. The tax credit allows employers to receive a 40 percent tax credit on the first \$6,000 in wages earned by certain targeted groups of people.
- Helps Marriott retain associates in employment longer.
- Contributes to Marriott's reputation as a community-minded employer and good corporate citizen.