



OUTSIDE THE BOX STAFFING OPTIONS

Please be respectful of your colleagues by silencing your phone. If you need to answer a call, please go to the hallway.

Who Can You Hire?



Interim
Innkeepers



J-1 Visa Students



College or Trade
School Interns

Where Can You Find Interim Innkeepers?

- Interim Innkeeping Network
- State Association
- AIHP
- B&B Consultant or Broker
- Ask Your Network of Fellow Innkeepers
- Aspiring Innkeeper Seminar Attendees



J-1 Visa Work Travel Program

- Program allows college students to travel to the USA and work during their school break for up to 4 months
- No cost to employer-just some paperwork
- Applicants are pre-screened and pre-qualified. They also sign a contract which ensures full commitment and meeting all the job requirements.
- They want to work 40+ hours per week

BUT...

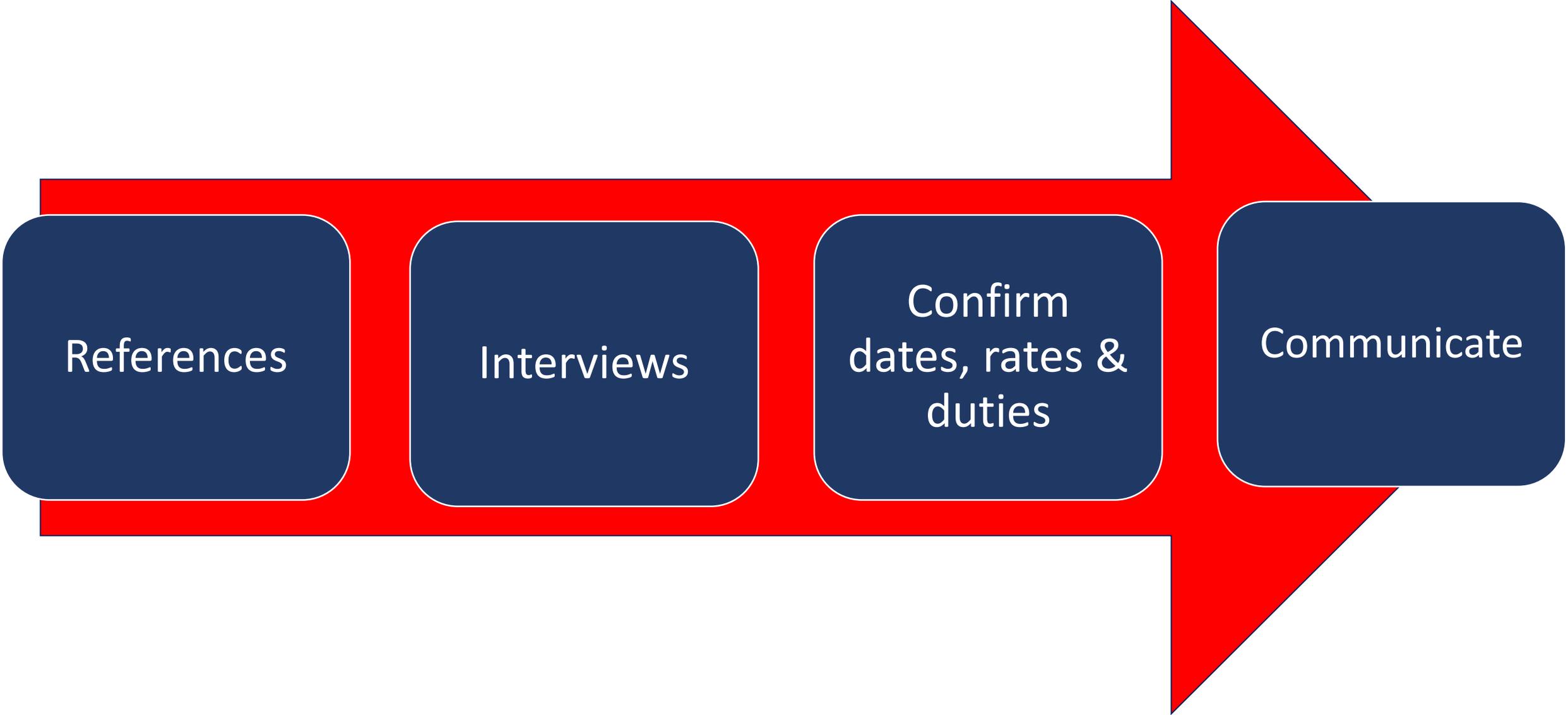
- *You must provide accommodations for the students
- *They will need a way to get to and from work and to run errands
- *Many will want to travel a portion of the time they are here

Local College or Trade School Internships

- Many schools offer a hospitality and/or culinary program
 - Colleges and vocational schools nearby with these programs
 - Colleges 2-4 hours away with students that live in your area and will be home for the summer
- How to get the word out
 - School instructors should be willing to share your internship or job posting for free
 - Can post paid internships on Indeed
- Many college hospitality programs require an internship
 - Most internships are paid and you will need to work around their current job
 - Use an intern to complete a project for you
- Some classes require hands on experience during the semester
 - Partner with a class to work on a project for your property
 - Hospitality marketing class-social media campaign or marketing plan
 - Event planning class-help plan & execute a special event
 - Banquet or catering class-use students as volunteers to work a special event or party



What to Expect When you Find Someone



References

Interviews

Confirm
dates, rates &
duties

Communicate



**What Your
Staff
Expects
From YOU!**

- Set clear expectations, responsibilities and goals- make a contract
- Clear communications about work
- Feedback during and after the assignment

Staff Incentive Programs

- Clear and measurable goals
- Cash bonuses over salary increases
- Tied to business success first and personal success second



QUESTIONS?





Jeanne Muir
InnExperienced
304-283-5450
jeanne@inexperienced.com

Andrea Bushweiler
The Lakehouse Inn
440-415-3547
andrea@thelakehouseinn.com

Thank you for learning with us! Please complete your evaluation and hand it to the room host before leaving the room!