

# AAHOA Hospitality Labor Report

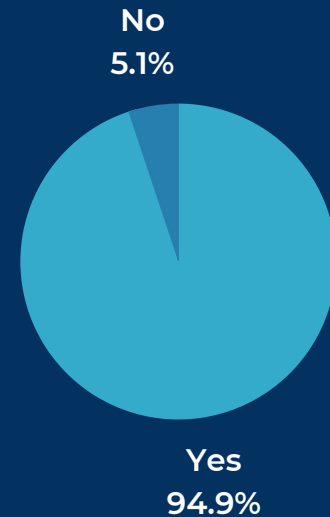


## Survey Findings ●●●

AAHOA Members across the country are confronting workforce shortages. As the economy continues to recover from the pandemic and Americans embark on summer vacations, hoteliers are eager to welcome guests back to their businesses, create new jobs, and reinvest in their communities. Unfortunately, it has become increasingly challenging to recruit and retain employees in the hospitality industry.

AAHOA conducted an online survey of AAHOA Members over the past several months to assess the current labor market and employment situation in the hospitality industry. The results of the 14-question survey were compiled and the key findings are distilled into this report.

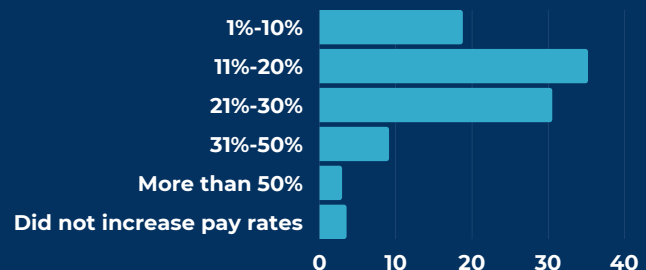
### Do you currently have job vacancies at your hotel(s)?



## Key Findings ●●●

- More than 95% of respondents reported job openings at their properties.
- When asked how many positions they are hiring for, 69% of respondents reported they are hiring for one to eight positions, and 10% of respondents are hiring for 16 to 30 positions.
- In order to attract new hires, 96% of respondents have raised wages, with 66% of respondents increasing pay by as much as 11% to 33%.
- Hiring, training, and retaining employees are the biggest challenges to hoteliers rebuilding their businesses and their workforce.
- When asked to identify the position(s) most difficult to hire and retain, 74% of respondents selected housekeeping.
- The highest percentage of respondents – 76% – have struggled to return a significant proportion of their workforce (10-50%).

## Have you increased pay rates in an effort to attract/retain workers?



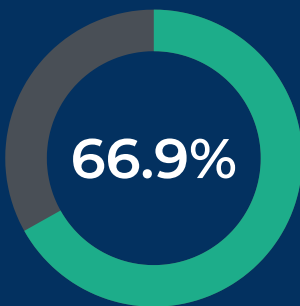
The hospitality industry provides opportunities not simply for jobs, but lifelong careers. Entry-level positions are the first rung on the ladder to rewarding careers in the industry.



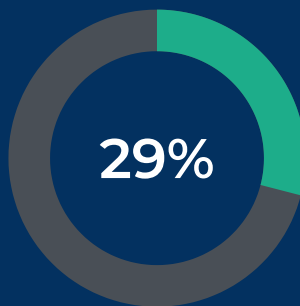
AAHOA Members are eager to rehire their teams and attract new talent to their businesses. When asked to consider the impacts of COVID on the workforce and business and leisure travel, 67% of respondents believe they will increase their staff.

As we continue down the road to recovery, AAHOA is firmly committed to work alongside lawmakers to address this developing challenge through community engagement and sound public policies.

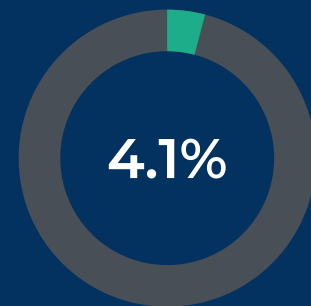
**Considering the impacts of COVID-19 on the workforce and business and leisure travel, over the next three years, do you predict that you'll ...**



**Increase your staff**



**Maintain your current level**



**Downsize your staff**

**About AAHOA**

AAHOA is the foremost advocate and resource for America's hotel owners. As the largest hotel owners association in the world, the nearly 20,000 AAHOA Members represent over half the hotels in the United States. With billions of dollars in property assets and hundreds of thousands of employees, AAHOA Members are core economic contributors in virtually every community and represent one of the foremost examples of realizing the American Dream.

**For more information, please contact [info@aahoa.com](mailto:info@aahoa.com)**