



SAN ANTONIO

HOTEL & LODGING ASSOCIATION

# EDUCATION COMMITTEE MINUTES

San Antonio Hotel & Lodging Association

119 Heiman, Ste. 300 | 78205

Tuesday, March 12, 2019 | 9:00 a.m.

## **PRESIDING OFFICER: Dinesh Rao, CHAIRMAN**

**IN ATTENDANCE:** Sherry Chaudhry, Callan Hamman, Justin Holley, Ashli Johnson, Dinesh Rao, David Uminksi, Doak Walker

**STAFF:** Liza Barratachea, Penny LaMaestra, Michelle Whitflow

- I. Chairman Rao called the meeting to order at 9:02 a.m. and thanked everyone for participating in this newly created committee.
- II. Rao opened the meeting by asking Hamman to give a report on the Job Fair he recently hosted at his property, the DoubleTree Airport. Hamman reported that they had 15 properties participate for anywhere from \$50-\$100 that went to advertising for the event. HR departments were thrilled with the opportunity, but it was a hard sell for General Managers. The first part of the job fair was focused on helping applicants develop their interview and resume writing skills. While few participated in this portion, it was valuable to those that did. Each employer saw anywhere from 15-30 applicants and made 3-4 offers. There was great feedback from both employers and prospective employees and 100% of the properties there said they would participate again while applicants were impressed by the wealth of opportunities in hospitality they were previously unaware of. They definitely wanted to host another one and the committee applauded their efforts and offered their aid in scheduling the next event. Johnson indicated that the University of Houston wanted to host a job fair in August as part of their efforts to raise awareness of the San Antonio campus and all agreed this would be a great opportunity to partner.
- III. Rao then opened discussion on the goals and priorities for the committee. As the committee is new we need to identify a direction and try to whittle down the multitude of issues to a few that will be our priorities. The issue of education and workforce development is so multi-faceted that we need to develop a clear direction in order to be effectual. Discussion ranged from long term goals of finding a high school to generate a pipeline of students for St. Philips and UofH and working with the Texas Workforce Commission to create certification programs to very short term goals of getting hotels to add their open positions to the TWC website to enhance our presence with them and distributing the data from our wage benefit survey to elected officials and local leaders to communicate the vast array of career opportunities in the industry. We will also be collecting rock star stories of employees who have made the most of their career in the hospitality industry to serve as testimonials to the benefits of working for hotels.
- IV. Rao also mentioned that we are looking to add a scholarship component to the San Antonio Pineapple Awards Gala as the mechanism to distribute Angel Buys funds rather than at our Holiday Party. This allows us to focus the money more on education and to highlight students in our city that are making a career in hospitality. Uminksi and Johnson offered to help create the scholarship application and distribute to their students.
- V. There being no further business, Rao adjourned the meeting at 10:24 a.m.

Approved by:

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Motion

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Second