

Career Pathways in the Hotel Industry

A new AHLA Foundation funded study conducted by Emsi, a labor market analytics firm and affiliate of the Strada Education Network, provides insights on the career pathways hospitality students follow as they advance in the industry.

In particular, the report examined 136 million online profiles to determine differences in hospitality tenure, advancement potential, and wage growth between associate and bachelor's in hospitality degree holders.

Key Report Findings Include:

- **Associate's Degree Graduates Are Loyal:** Associate degree graduates are more likely to remain in the same industry they began. Additionally, they are more likely to remain in hospitality longer than their Bachelor counterparts.
- **Equal Access To Managerial Positions** Tenure in the hospitality industry pays off, leading to high-paying managerial positions given the experience and industry-specific education received by either Associate or Bachelor degree holders.
- **Similar Wage Growth Across Programs:** Both Associates and Bachelor Degree holders experience 53% wage growth over a career. Both Associate's and bachelor's degree earners see similar success rates between first and current job wages.

What Does This Mean For You?

- **Hospitality Employers:** Building relationships with 2-year schools can be a highly successful model for sourcing quality talent that is likely to stay in the industry.
- **Students Interested In Studying in Hospitality:** You can be assured that there is equal opportunity to grow into management positions and receive similar wages, regardless of whether you complete a 2-year or 4-year degree.

The full Emsi Career Pathways Report can be accessed at AHLAFoundation.org/AHLA-Foundation-Funded-Research.

“Both degrees guarantee similar success levels in the long-term. Thus, for someone looking to advance in their career, an associate degree may represent a good investment, given their low entry point and the prospective of a well-paid hospitality career.”