



Hotel Workforce Intern Grant: Fueling Workforce for Tomorrow

Information about this grant:

Richmond Region Tourism is pleased to launch the inaugural Hotel Workforce Intern Grant, funded by the Tourism Improvement District. This grant is a unique funding opportunity open to hoteliers actively recruiting, hiring and investing in interns at their properties in the Richmond Region. The goal of the program is to support talent development and workforce preparation in the hospitality industry. It will be a competitive process and your descriptive answers will be vitally important to the committee during the review and scoring process.

What:

The main objective of the hotel intern grant program is to support talent development and workforce preparation in the hospitality industry by providing internship opportunities to aspiring professionals.

- The program offers financial grants to eligible TID hotels to assist interns with living expenses during the internship
- The program collaborates with TID hotels to secure internship placements for grant recipients.
- Training and Development through experiential work programs at hotels and participation in industry opportunities

Why:

Addressing workforce challenges prevalent in our region, characterized by low unemployment and high rental demand, we are launching a market-changing hospitality internship grant. This innovative initiative seeks to incentivize summer intern candidates by providing crucial support. By alleviating the financial burden associated with accommodation, we aim to attract top-tier talent and bolster our recruitment efforts. Moreover, this initiative serves as a long-term solution to address hiring challenges, ensuring a sustainable and skilled workforce for our industry partners.

The Application Process

- Completed applications are reviewed on a rolling basis, and awards will be granted until the fund allotment is expended.
- As the grant applications are received, they will be reviewed, scored, and decided.
- The organization applying for the grant will be notified of the decision, no later than 15 business days following application.

Application Scoring Criteria

All applications will be reviewed and decided by a Richmond Region Tourism Committee; each application will be weighed and reviewed according to the following criteria.

Factor	Maximum Possible Score
Hotel has robust internship training program.	40
Hotel is actively working with colleges to develop workforce post internship.	20

Hotel has a history of hiring interns for permanent hire post internship.	20
Hotel has notable need for incentive in order to recruit top talent.	10
Hotel has history of recruiting interns.	10

Application Terms

- If awarded, the grant will be paid with invoice along with signed, employment letter between property and intern.
- If awarded, the property will go through on-boarding of Hotel I Am Tourism and agrees to on board staff into program.
- If awarded, properties are eligible to participate in [ChamberRVA YRichmond](#) program which will be in addition to the grant.
- If awarded, the organization agrees to work with Richmond Region Tourism on promoting program and development on future initiatives.