



HOPES

HOSPITALITY OPPORTUNITIES FOR PEOPLE (RE)ENTERING SOCIETY

HOPES helps justice-involved individuals gain industry-specific skills, facilitates career exploration, and addresses barriers to sustained employment, with the ultimate goal of increasing employment opportunities and reducing recidivism.

HOW IT WORKS:

Using a Community Collaborative Model, the National Restaurant Association Educational Foundation (**NRAEF**) partners with Departments of Corrections, Community-Based Organizations, and the Pennsylvania Restaurant & Lodging Association Educational Foundation (**PRLAEF**) to connect adults of all ages with current or previous justice-involvement to career opportunities in the restaurant, foodservice, and hospitality industry.

HOPES partners utilize the NRAEF's Restaurant Ready training framework to equip individuals, 18 years of age and older, who are currently in correctional facilities, on parole/probation, or with former justice-involvement.

Once a participant completes work-readiness and industry-specific training, HOPES helps them gain employment in a local restaurant and/or foodservice establishment.

BENEFITS FOR RESTAURANT EMPLOYERS:



Access to pre-trained, job-ready candidates

Candidates are equipped with foundational hospitality and foodservice skills, including ServSafe training.



Comprehensive support system with established organizations

12 months of follow-up support for both employer and employee, reducing turnover risk and ensuring sustained success.



Cost-effective workforce recruitment solution

There is no cost to participating employers.



**INTERESTED IN
BECOMING AN
EMPLOYER PARTNER?**



HOPES EMPLOYER RESPONSIBILITIES:

1. Provide Meaningful Work Experience

- Provide participants with a minimum of 200 hours of hands-on work-based learning in occupation-specific skills aligned with their training and career goals.
- Ensure work tasks build relevant skills and contribute to the company's operations while not displacing or substituting for regular workers.
- Assign work tasks that comply with applicable labor laws, wage standards, and safety regulations.

2. Designate a Training Supervisor

- Assign a qualified staff member as the participant's direct training supervisor.
- Supervisors must:
 - Train the participant on work tasks related to the occupation-specific competencies in the participant's training plan and equipment usage.
 - Train the participant on company policies and safety procedures.
 - Provide clear daily instructions, workplace mentoring, and regular feedback.
 - Serve as the main point of contact for the CBO.

3. Conduct Weekly Check-Ins

- Hold a dedicated weekly check-in meeting with each participant to:
 - Review progress on training goals.
 - Discuss successes, challenges, and workplace expectations.
 - Set objectives for the upcoming week.
- Communicate with the CBO representative about the participant's progress as requested.

4. Ensure Proper Oversight

- Monitor the participant's hours, attendance, and task completion.
- Notify the CBO representative promptly if there are any concerns, performance issues, or absences.
- Provide a safe, respectful, and inclusive work environment.

5. Collaborate with CBO Program Staff

- Participate in scheduled meetings with the CBO representative to review the participant's progress.
- Complete the mid-point and final competency evaluations in a timely manner.
- Assist with documentation needed for grant compliance, such as timesheets and training logs.

6. Support Skill Development

- Provide coaching and guidance to enable the participant to practice and develop occupation specific and work readiness competencies and professional behaviors.
- Engage participant(s) in training events, meetings, or relevant projects when appropriate.

7. Maintain Confidentiality

- Protect participant information in accordance with privacy laws and program requirements.

Additional Best Practices:

- Provide a written job description and clear expectations.
- Foster a culture of learning and mentorship.
- Recognize milestones and celebrate progress to motivate participants.

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