



Prince Resorts Hawaii

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UNIVERSITY OF HAWAII AT MĀNOA

SH  DLER

COLLEGE OF BUSINESS

• International Excellence •



Prince Resorts Hawaii



Prince Waikiki
& Hawaii Prince Golf Club



Mauna Kea Beach Hotel



Westin Hapuna
Beach Resort

Prince Waikiki – Benefit Overview

- 100% paid medical, dental, vision and drug
- Vacation
- Sick Leave
- 8 days of observed holidays
- 3 self care personal holidays
- 1 make a difference community day
- 401K match
- Paid meal break with complimentary daily meals
- HRA benefit
- Life insurance
- Room, Golf and F&B discounts

Employers Challenges

- Talent acquisition
- Talent retention
- Ability to pay competitive wages

Data from HEC 2022 Survey Report

Hawaii's challenges: Inaccurate perceptions

- Hawaii is unaffordable and moving to the mainland is the only option
- Hawaii does not need tourism
- No career opportunities in the hospitality industry

Prince Resorts Hawaii

Our challenges at Prince?

- Perception of hospitality industry
- Aging workforce
- Recruitment/retention

What are we doing?

Our efforts to sustain the hospitality industry

- Partnership with DOE to provide education of the tourism industry to facility and students
 - Ready – Elementary Schools
 - Get Set – Middle Schools
 - Go – High Schools
- Incorporate hospitality into their school curriculum and pathways (partnership with ClimbHI)

What are we doing?

- Partnership with other businesses to expand our outreach efforts beyond hospitality:
- New Partnerships:
 - Retail Merchants
 - Hawaii Restaurant Association
 - Future Farmers of America (AgriGolf Land Lab Program with Waipahu Intermediate School)

What are we doing?

Recruitment Efforts

- Separate our recruiting efforts into 2 groups
 - Management positions
 - Entry level / lined / hourly positions

Management positions

- Management training programs for college graduates
- Internship opportunities for high school students (HLTA Pilot Internship Program)

Entry level / lined positions

Minimum Requirements:

- Engineering: Maintenance III position
 - Two years of general maintenance work experience
- Culinary: Cook IV position
 - Two years of cooking experience as a lined cook or a banquet cook

Junior Program

- Entry level / lined positions:
 - Launched across 3 properties
 - Created an entry level position
 - \$17.00 per hour

Junior Program

Minimum requirements??

Minimum Qualification Requirements:

- High school diploma or equivalent.
- Basic knife skills.
- Knowledge of accepted standards of sanitation.
- Basic mathematical skills necessary to understand recipes, measurements and portion sizes.
- Government required license or certificate. Example: Health TB clearance, CPR and /or First Aid training preferred.

Minimum Qualification Requirements:

- High school diploma or equivalent.
- Must have a valid driver's license.
- General maintenance work preferred but not required.

Minimum Qualification Requirements:

- High school diploma or equivalent.
- Must be able to satisfactorily communicate verbally to receive instructions and communicate with guests.
- Must be able to understand and follow directions when handling cleaning solutions and chemicals.

No prior work experience is required

Junior Program

- Junior Ambassador in Culinary:
 - Benhur
 - Junior Ambassador for 4 months
 - Promoted to Cook IV: \$28.00
- Junior Ambassador in Engineering:
 - Kauhi
 - Junior Ambassador (on call), continuing education at UH Manoa
 - Makahiva
 - Junior Ambassador for 5 months
 - Promoted to Maintenance III: \$35.00



Prince Resorts Hawaii

Continuously looking for innovative ways and partners to help support our industry and community.

Inviting new partners to join our initiatives.



Questions?

A microscopic image of plant tissue, showing a network of thin, brownish fibers and structures against a dark blue background. The fibers are interconnected, forming a complex, web-like pattern. Some larger, more rounded structures are visible, possibly representing cell walls or specialized tissue components.