



2015 UPDATE ON

WORLD OF OPPORTUNITY YOUTH



On a global scale, the travel and tourism industry is forecast to grow at a faster rate than other major industries, supporting 126 million jobs directly over the next ten years. At the same time, the demand for talent will continue to outpace talent supply.*

Marriott International recognizes the importance of our role in helping prepare young people for college and careers in our industry. Because of the diversity of our operations and number of jobs available in our hotels, our business is uniquely able to provide educational and work-study opportunities, such as training, mentoring, job shadowing, offering internships and more. By doing so, we can change young peoples' lives and help propel economies.

Marriott has a long history of investing in these programs that help young people – especially those from challenging backgrounds, underserved populations or developing countries – gain marketable skills leading to meaningful work.

*According to the [WTTC Global Talent Trends and Issues Report](#).

GOALS/TARGETS

We are committed to helping young people prepare for the "World of Opportunity" offered by careers in the hospitality industry. Our goals include:

- Attracting young people to our global workforce by offering a range of career opportunities, apprenticeships, training and development.
- Helping young people from disadvantaged backgrounds prepare for and find meaningful employment through a network of nonprofit organizations.
- Offering real-world experiences for high school students by planning to provide 30,000 volunteer hours and engaging with 10,000 students, teachers and administrators over three years through our Courtyard® hotels in partnership with NAF.
- Partnering with DECA to promote hospitality as a dynamic career path for their 225,000 high school and college members.
- Engaging employers, schools, communities and the Marriott Foundation for People with Disabilities, to offer young people with disabilities the opportunity to learn, grow and succeed through employment.

COMMITMENTS TO YOUTH Across the Globe

THE RITZ-CARLTON®
developed skills-based
training that has benefitted



15,000 YOUTH
since 2009

COURTYARD BY MARRIOTT®
sets goal to engage with



10,000 STUDENTS,
TEACHERS AND ADMINISTRATORS
in 3 years

**MARRIOTT'S
EUROPEAN HOTELS**
plan to create



20,000
CAREER OPPORTUNITIES
for youth by 2020

**CHEI* + MARRIOTT CHINA
HOTELS** to impact



20,000+ STUDENTS
ANNUALLY in 5 years

* China Hospitality Education Initiative is a program of The J. Willard and Alice S. Marriott Foundation.

MARRIOTT HOTEL AND BUSINESS COUNCIL CONTRIBUTIONS TO YOUTH IN 2014



\$1.47M CASH + IN-KIND



160,000+ VOLUNTEER HOURS

WHAT'S TRENDING @MARRIOTTINTL



We use social media channels like Twitter to tell our story. Web links not functional in Chrome browser.

HIRING THE NEXT GENERATION

Careers-on-the-go: Marriott first **#HospitalityCompany** to offer **#MobileApply** to global **#JobSeekers**, now in 17 languages **#WhereIBelong** <http://bit.ly/1BsDnYB>

What's it really like to work for Marriott? **#PictureYourselfHere** go behind the scenes with new enhanced **#careers** website <http://marriott.com/careers> | <http://bit.ly/1AgJdrW>



Marriott's Global Voyage program for **#universitygrads**: Since 2013, 900 Voyagers from 30+ countries hired for this 12-18 month global **#LeadershipDevelopment** program <http://bit.ly/1OGwdIB>

Fairfield Inn® launches **#EverydayConnect** to help **#CollegeGraduates** network + mentor with **#Forbes30Under30** entrepreneurs <http://bit.ly/1BZkDk4>

#AimHigh: Marriott Europe announces plan to create 20K **#CareerOpportunities** for young people aged 15-24 by 2020 <http://bit.ly/1Fv5hX3>



Marriott maps out pioneering **#HospitalityEducation** initiative – collaborates with Nankai University + @AHLA Educational Institute for **#China** for an innovative “Marriott Apprentice Program” <http://bit.ly/1NFyikO>

At World Economic Forum's meeting in Tianjin, China, Marriott pledges to offer 20K **#trainingopps** for students <http://bit.ly/1C4FnbV>

Through **#China #HospitalityEducation** Initiative (CHEI), a program of The J. Willard and Alice S. Marriott Foundation, our hotels participate in first **#TeachingConference** w/ 85 teachers <http://bit.ly/1b2xtUO>



In 2014, in support of CHEI programs in China, our hotel leaders presented **#hospitality-focused** guest lectures & field trips for 9,900 students.

REACHING OUT TO UNDERSERVED YOUTH

Executive Chairman Bill Marriott commends European Marriott hotels for their **#YouEatWeGive** campaign – €230,000 for @Prince'sTrust & **#SOSChildren's Villages** <http://bit.ly/1CgLvV9>

The Ritz-Carlton Hotel Company was proud to accept @MENTORnational award for most robust and comprehensive U.S. youth **#mentoring** program <http://bit.ly/1JKISSG>



The Ritz-Carlton Hotel Company signs on as founding partner in @UN volunteerism initiative **#Impact2030 #mentoring** <http://bit.ly/1GCUK99>

Courtyard partners with @NAFCareerAcads to launch **#SuccessForYouth** program, preparing 10K young people for careers – part of our commitment to @ClintonGlobal Initiative <http://bit.ly/1KxFu3q>

SOS graduate hired to support engineering @MarriottHaiti hotel. We recruit young adults from **#SOSChildrensVillages** around the world <http://huff.to/IP1WyLU>



PROVIDING EMPLOYMENT AND LIFE SKILLS FOR AT-RISK YOUTH AT OUR HOTELS

755
STUDENTS TRAINED
since 1997

7
HUMAN TRAFFICKING
survivors trained since 1997

122
STUDENTS TRAINED
in 2014

85%
JOINED WORKFORCE
or sought further education

WHAT'S TRENDING @MARRIOTTINTL



PROGRAM YEARS 2005-2014 TOTAL YOUNG ADULTS SERVED



Transform the lives of young adults with disabilities through the power of a job.

#India: Marriott's partnership w/ #Mahindra Pride Schools has resulted in 250+ socially & #EconomicallyDisadvantaged students placed in lucrative #jobs, incl. at our hotels – 86 students placed in 2014.

@INJAZI Arab partners with industry leaders, including Marriott, through #ExpandYourHorizon to educate #youth on opportunities in growing sectors <http://www.eyh-injaz.org> | <http://bit.ly/1OL76k1>



Forty-one Rwandan @AkilahInstitute for Women grads are enrolled in our #trainingprogram in #Dubai #Kuwait and #Doha, & will help open the Kigali Marriott Hotel as supervisors in 2016 <http://bit.ly/1bWFoUO>

RELATED LINKS

- [Akilah Institute for Women](#)
- [DECA](#)
- [Instagram.com/marriottcareers](#)
- [Mahindra Pride Schools](#)
- [Marriott 2015 Sustainability Issue Reports](#)
- [Marriott Foundation for People With Disabilities... Bridges From School to Work®](#)
- [Marriott Jobs and Careers Facebook Page](#)
- [Marriott Point of View on Twitter @MarriottPOV](#)
- [NAF](#)
- [Planet Marriott Tumblr](#)
- [The Ritz-Carlton Succeed Through Service](#)
- [Twitter.com/marriottcareers](#)
- [Youth Career Initiative](#)
- [The Marriott Hospitality Education Initiative \(CHEI\)](#)

Unless otherwise noted, this report is based on data from Marriott's 2014 fiscal year and reflects the operational performance of our company-operated properties, which include owned, leased and managed properties, and exclude rooms from franchised, franchised unconsolidated joint ventures and timeshare properties.

REACHING OUT TO UNDERSERVED YOUTH (CONTINUED)

Marriott Foundation for People with #Disabilities celebrates 25 yrs, 20K youth served, 80% placed in jobs with local businesses <http://bit.ly/1OckNXv>

Marriott hotels in 7 countries provide training to 122 disadvantaged youth in 2014 through #YouthCareerInitiative & celebrate 10 yrs of support in Brazil <http://bit.ly/12vmSMR> | <http://bit.ly/1GNYNOb>

Marriott provides opportunities to #DiverseYouth through partners like NAACP, National Council of La Raza and Young Professionals of the National Urban League <http://bit.ly/1BS3ZnZ>



10 #Haitian interns complete 12-week internship @JWMSantoDomingo in advance of our @MarriottHaiti opening.

Marriott hotels in #China support #education, raise nearly \$330K for #ChinaYouth & The #YaoFoundation <http://bit.ly/1ExXwPt>



The #YaoFoundation + Marriott partner to donate books + launch a partnership to build 3 schools in #RuralChina <http://bit.ly/1AeKqQx> | <http://bit.ly/1OHrW26>