



THE MARRIOTT CAREER JOURNEY

PARENTS GUIDE

Supporting a young adult? Guiding them towards the right career path can feel daunting. But our apprenticeship programme will get them off to a flying start.





CAREERS AT MARRIOTT

As a parent, you want your child to get the best possible start in their career. There are many options available to young people after they leave school, and in this guide, we aim to provide you with information and benefits about Marriott as an employer and apprenticeships as a key route to a successful career journey.

THE MARRIOTT CAREER JOURNEY

A position at Marriott isn't just a job its a career journey; it's a chance to take a step toward a life filled with inspiration, purpose, and satisfaction.

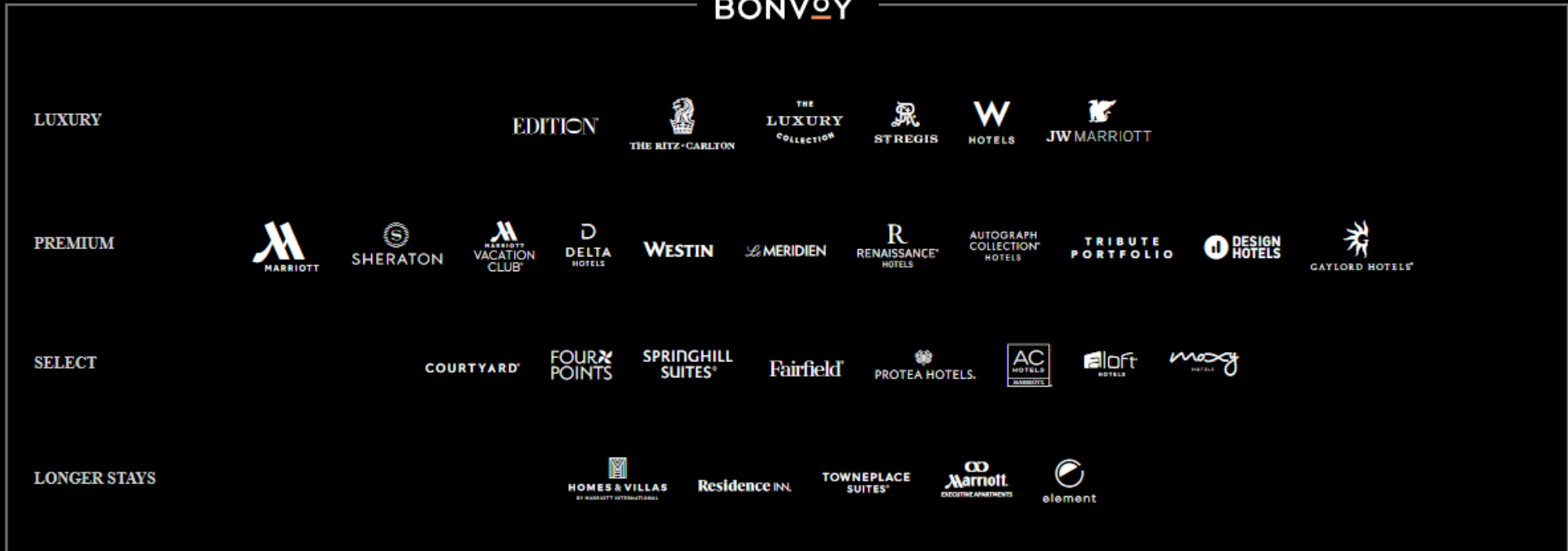
There is no organisation better equipped to deliver on this than Marriott International and its not just all about hospitality careers. Here at Marriott we offer a wide range of careers in engineering and maintenance, spa and beauty and gym management as well as Sales, Finance and Human Resources.

Insights from hundreds of our associates across brands, disciplines and geographies confirmed that Marriott is a truly unique employer: unmatched career opportunities coupled with a culture that empowers associates to live their best lives.

8,000+
HOTELS
WORLDWIDE

100+
APPRENTICES LAUNCH
A CAREER WITH
MARRIOTT

10+
YEARS LISTED
AS A SUNDAY TIMES TOP
25 BEST BIG COMPANIES TO
WORK FOR IN UK



NOT JUST YOUR AVERAGE EMPLOYEE PERKS

Travel Perks

We encourage all our associates to explore the world, so we offer generous hotel and food discounts at thousands of our global properties. We look after our associates, which is why we also have a comprehensive and competitive benefits program.

Rewards and Recognition

Marriott recognises success and commitment. We honor and encourage leadership and exceptional service. We also give bonuses for successful referrals and we reward long service. We believe hard work should be acknowledged.

Growth Opportunities

Marriott believes in a career that flourishes with you. We also believe that wider experiences often provide a more enriching experience. We offer professional development, mentoring and training to help our associates get to where they want to go.

Other Benefits include:

- Apprentices are provided with a full uniform
- Meals whilst on duty are provided
- A minimum of 20 days holiday per year, plus bank holidays
- Pension scheme
- Employee Assistance Programme
- Same rights and benefits as regular full-time employees.
- Apprentices can apply for an NUS Apprentice Extra Card and enjoy access to a range of high street and online discounts. [Click here](#) for more information or go to www.apprenticeextra.co.uk.



Our founder's ethos



**Take care of your
employees, and they'll take
care of your customers.**

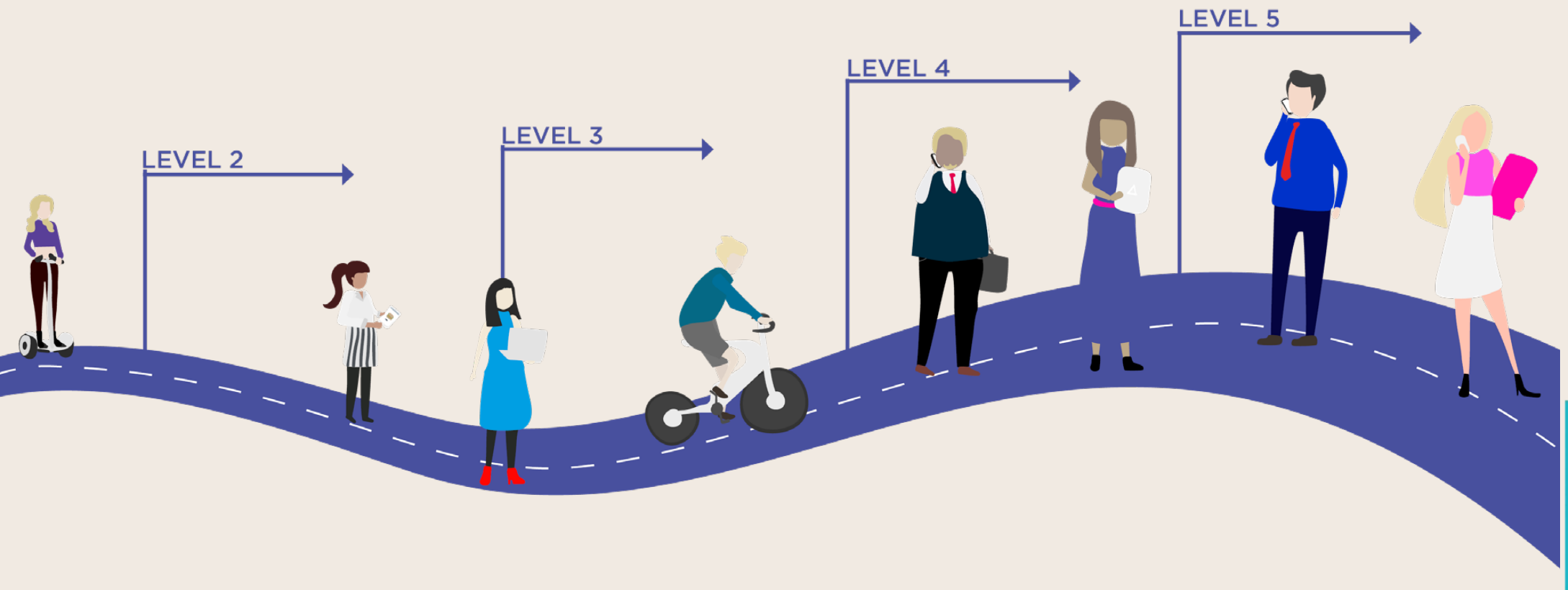
J.W. MARRIOTT

STARTING THE JOURNEY

One of the ways young people can get onto a career journey with us is through our apprenticeship programme.

Our apprenticeship programme is a structured programme which provides the best on-and-off the job training aimed at developing talent for life.

There are clear progression routes through the different levels as illustrated in our apprenticeship journey below.



THE APPRENTICESHIPS

Our starting point for a young person joining our journey is the Level 2 apprenticeship and we offer this across a huge choice of roles from food & beverage, front desk to house keeping and leisure.

Roles include:

- Banqueting Associate
- Leisure Attendant
- Commis Chef
- Health & Beauty Receptionist
- Concierge
- Room Attendant
- Waiter
- Food & Beverage Associate
- Kitchen Porter
- Events Executive
- Administrator
- Front Office Receptionist
- Laundry Attendant/Linen Porter
- Finance Assistant
- Engineering Apprentice
- HR Assistant
- Maintenance Technician
- Greenkeeping
- Health & Beauty Therapist

Other qualifications above Level 2 studied via the apprenticeship route are:

- Chartered Institute of Personnel and Development (CIPD) Level 3 and 5.
- Association of Accounting Technicians (AAT) Professional Accountancy Qualifications Levels 3, 4 and 7.



From this level 2 starting point our associates can progress to supervisory and management roles such as:

- Executive Chef
- Banqueting Manager
- Head Waiter
- Operations Manager
- Health & Beauty Supervisor
- Restaurant Manager
- Finance Manager
- Leisure Manager
- Maintenance Engineering Manager
- Sales Manager

The list is huge and so are the number of opportunities.

.....Where will the journey take you.



BENEFITS OF AN APPRENTICESHIP

As a company we have long known the benefits of apprenticeship programmes not just for those new to Marriott but also for our existing associates wishing to continue their career journey.

Apprenticeships offer the opportunity to help associates meet nationally recognised standards in their chosen role and provide fast-track promotion prospects to open up a wealth of future opportunities.

Other reasons to complete an apprenticeship with us:

- Gain working experience for one of the most prestigious hotel brands in the world
- Achieve an industry designed and recognised apprenticeship
- Level 2 Apprenticeship is academic equivalent to Intermediate GNVQ or 4-5 GCSE passes
- There are no costs involved
- Hands on training helps build confidence and skills
- Individual training plan tailored to each associate
- Each apprentice will have a mentor on site to support them throughout their apprenticeship
- If needed, support towards completion of Level 2 Functional Skills in English and maths

THE APPRENTICESHIP JOURNEY

What takes place along the apprenticeship journey:

- Completion of the apprenticeship induction
- High quality training, teaching and learning sessions
- An individual training plan is agreed which records all aspects of training and assessment
- Access to e-learning to support the development of the skills, knowledge and behaviours required of each apprenticeship
- Regular on-programme review visits with the Trainer, designed to make sure they are on track
- Complete maths and English qualifications (where needed)
- Receive guidance, support and mentoring
- Undertake a range of activities to prepare and support them ready for end-point assessment (England only)





WHAT IS EXPECTED

Here's what is expected of a young person joining our apprenticeship programme:

- They must be motivated, professional and enthusiastic for the duration of the programme
- On the job learning which could include the following:
 - » 1 to 1 learning support and guidance provided by the Trainer
 - » Mentor support and guidance
 - » Online e-learning
 - » Workplace observations
 - » Professional discussions
 - » Written assignments
- To be part of a bi monthly 3 way professional discussion between them, their trainer and their manager regarding where they are with the programme, what they have accomplished to date and what are the next steps for the upcoming weeks.

HOW TO APPLY FOR A VACANCY

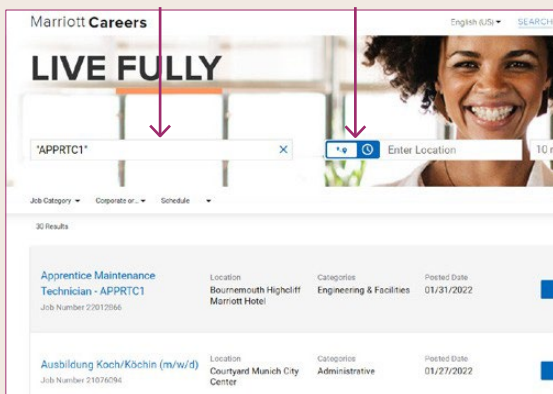
Below is a step by step guide on how to search for a vacancy, create an account with us to then apply for a vacancy.

1. Go to [marriott.co.uk/apprenticeships](https://www.marriott.co.uk/apprenticeships)



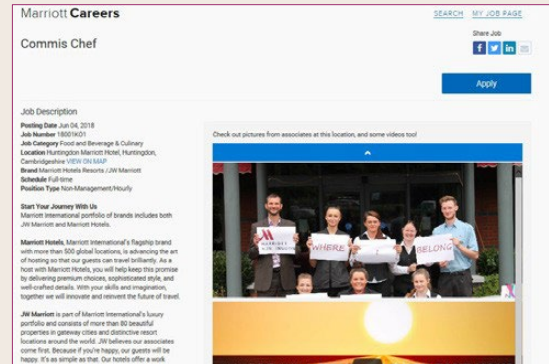
2. Click on 'Find all apprenticeship positions in Europe'.

3. The below screen will appear and you can either search by the name of the hotel you are interested in applying to or by a location.



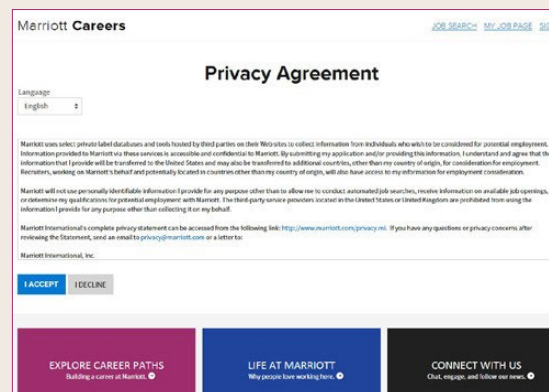
4. Then click on the search icon which will bring up the list of vacancies using your search criteria.

5. Click on the job you are interested in to view all the details about the role.

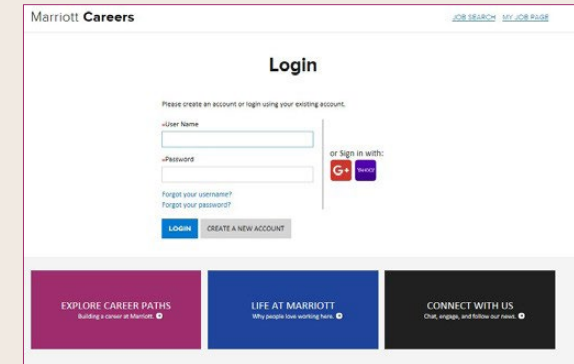


6. If you wish to apply, Click **apply** at the top right hand side of the screen.

7. The next screen will ask you to read and agree to our privacy policy. Once you have read the agreement and are happy to proceed simply click on **I Accept** button.



8. From here you will see a login screen where you will need to create an account with us. Click on **Create a New Account**.



9. Complete the details requested and make a note of your Username and Password for any future searches.

Please note once you have applied for the position, if you meet the criteria, you will be automatically be linked to our online evaluation site where you will be asked to complete an online assessment. This will check your suitability to work for Marriott.

This online assessment **MUST** be completed within 48 hours for your application to be processed. The assessment will take approximately 30 minutes to complete and comprises of multi-choice questions.

Please ensure that you **SUBMIT** at the end of the assessment.

FREQUENTLY ASKED QUESTIONS

Why choose an apprenticeship?

Young people are increasingly choosing apprenticeships over college and university as a way of developing their skills and furthering their careers.

At Marriott an apprenticeship is a real job, with real pay and what's more apprentices get the training and experience needed to start and help build a successful career.

Apprenticeships are increasingly recognised as the gold standard for work-based training and include qualifications that have been co-developed with employers and employer bodies, to ensure their relevance to the sector and to help to address the UK's skills shortage areas.

Who are Babcock?

Babcock is one of the UK's largest work-based learning providers, delivering apprenticeships across the public and private sectors. Babcock has been chosen as our apprenticeship training partner because of their experience and credibility as one of the UK's leading apprenticeship providers. As

well as their:

- Reputation for high quality training delivery: Ofsted Grade 2 (Good)
- Over 1,000 talented and committed workforce development experts. All DBS checked.
- Comprehensive face-to-face delivery and market leading digital learning solutions to support engagement and success

What commitment can a young person expect from their Babcock Trainer?

The Babcock Trainer will:

- Communicate with them at every stage
- Plan training to help them achieve their apprenticeship
- Visit/remote sessions on a regular basis usually every 4-6 weeks
- Organise their individual training plan, monitor progress and achievements
- Supply structured training and personal support throughout

What do they gain from doing an apprenticeship?

- Supports future career progression within Marriott
- Gain valuable experience in their chosen career within some of the most prestigious hotel brands in the world
- Completing an apprenticeship adds to their CV and is recognised by all in the industry
- The apprenticeship is tailored to individual learning needs
- Work based qualification with on and off the job training to introduce new skills and help develop existing skills
- Helps to build confidence in being a specialist within chosen job role
- Apprentices can apply for an NUS card giving access to many discounts and benefits in shops, restaurants and leisure facilities – Once on the programme they can ask their Babcock Trainer for more details.

Is there a cost?

No, there is no cost involved for individuals who undertake an apprenticeship with Marriott.

Who is eligible to become an Apprentice?

Anyone in England aged 16 years old and above, whether employed, unemployed or leaving school. There is no upper age limit.



What types of Apprenticeship are available?

There are three levels of Apprenticeship:

- Level 2: Intermediate Level Apprenticeship (equivalent to five GCSE passes)
- Level 3: Advanced Level Apprenticeship (equivalent to two A-Levels)
- Level 4: Higher Apprenticeship (Foundation degree level)

We currently offer apprenticeship programmes in the following areas:

- Culinary
- Food & Beverage Service
- Alcohol Beverage Service
- Reception
- Conference & Events Operations
- Housekeeping
- Maintenance/ Engineering
- Leisure
- Human Resources
- Finance
- Property Maintenance
- Health & Beauty

How long does the apprenticeship last?

Apprenticeships take between one and four years to complete depending on the level of the apprenticeship, the industry sector and the apprentice's ability.

Is there any homework needed?

Showing dedication, commitment and be adaptable to putting in a few hours at home is beneficial. The hours put in all depends on how much they want to get out of the apprenticeship. The trainer will be able to help with this decision.

My child has special learning needs. Can they still do an apprenticeship?

Yes, the Babcock Trainer will be able to identify any additional needs they have and will support them throughout the programme to help complete the apprenticeship.

What is the salary/wage?

There is an apprenticeship minimum wage however we advertise apprentice vacancies at a higher rate dependent on the role and location.

Apprentices enjoy marked salary increases on finishing their training and those completing a higher apprenticeship could see increased earnings of an estimated £150,000 over their lifetime.*

What is the application process?

All vacancies are listed on our careers pages. You can search for vacancies in your area by going to www.careers.marriott.com and following the instructions on pages 11&12 of this guide.

You can also search for apprenticeship vacancies at: marriott.co

To discuss any queries you may have or to find out more about local opportunities, you can contact your local Marriott Hotel Human Resources Department, to find your nearest hotel visit www.marriott.com

*University education – Is this the best route into employment?

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CONTACT

To contact our Marriott apprenticeship team:



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apprenticeships.marriott.co.uk