

Getting Back To Work After Covid

The staffing challenges affecting the hospitality industry

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Let's look at the candidate's perspective

- When COVID hit many employees and managers were not treated well.
- Furloughed, with little or no notice.
- Loss of benefits
- Lack of communication from employer (little or no follow up)
- Hired back and then let go again.

Candidates Perspective

“Why should I return?”
no convincing answer

“What happens if COVID
hits again?” Again, no
convincing answer



What clients are experiencing....

- Maintained minimal staffing during COVID
- Advertising with either 100's of non-qualified responses or no responses
- Candidates ghosting during the interview process.
- Counteroffers from current employers

**It is a
buyer's
market.....
and the
candidate is
the buyer!**

- Hourly and salaried employees are making more on unemployment with COVID supplement
- Hospitality managers have left the industry, Amazon, Banking, Some Retail & Real Estate
- Quality of life, not just a talking point.

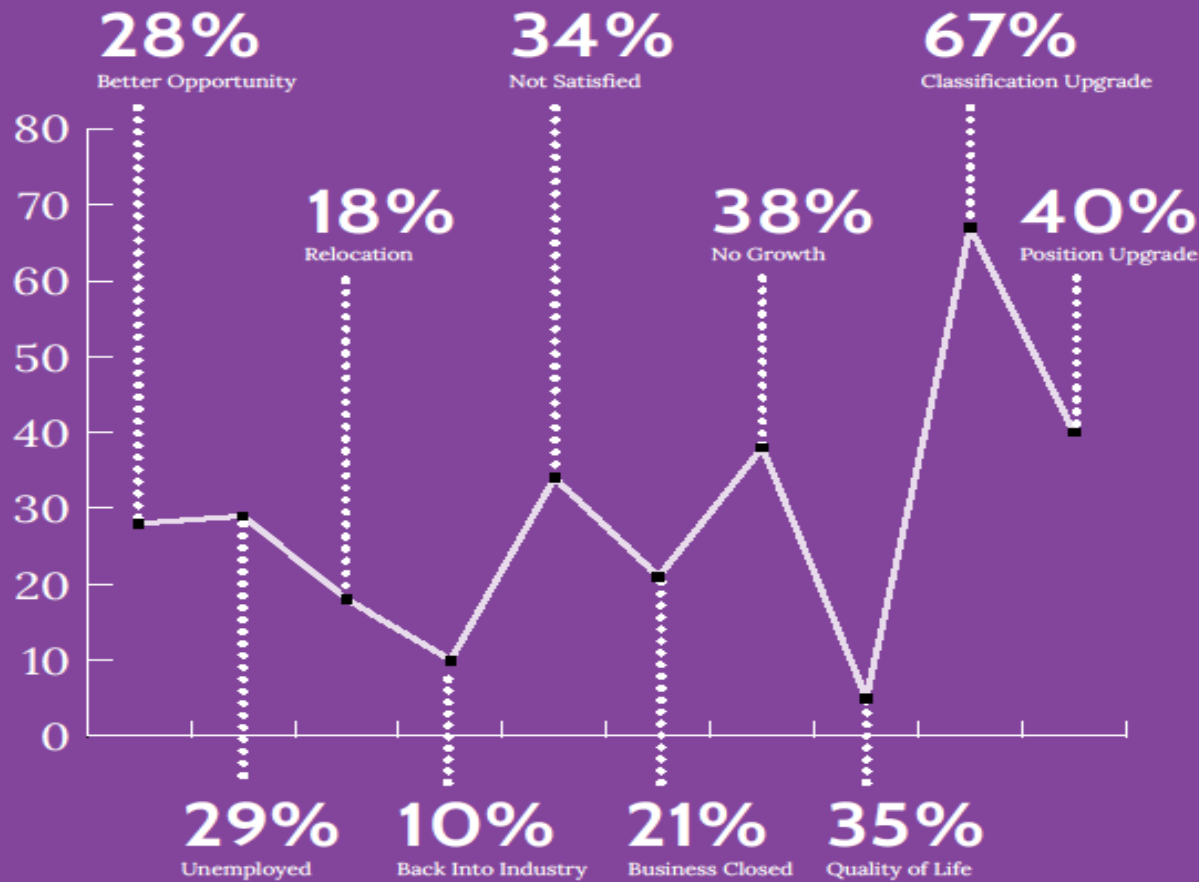
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- It's not all about the money; growth potential, responsibility, Autonomy, mastery and purpose
- Candidates are worried about sanitation & safety, make sure you communicate what you've done in response to covid
- React Quickly - candidates who want to work don't want to go through a lengthy process

The candidate you interview today,
interviewed with your competitor
yesterday and is expecting to receive
an offer tomorrow

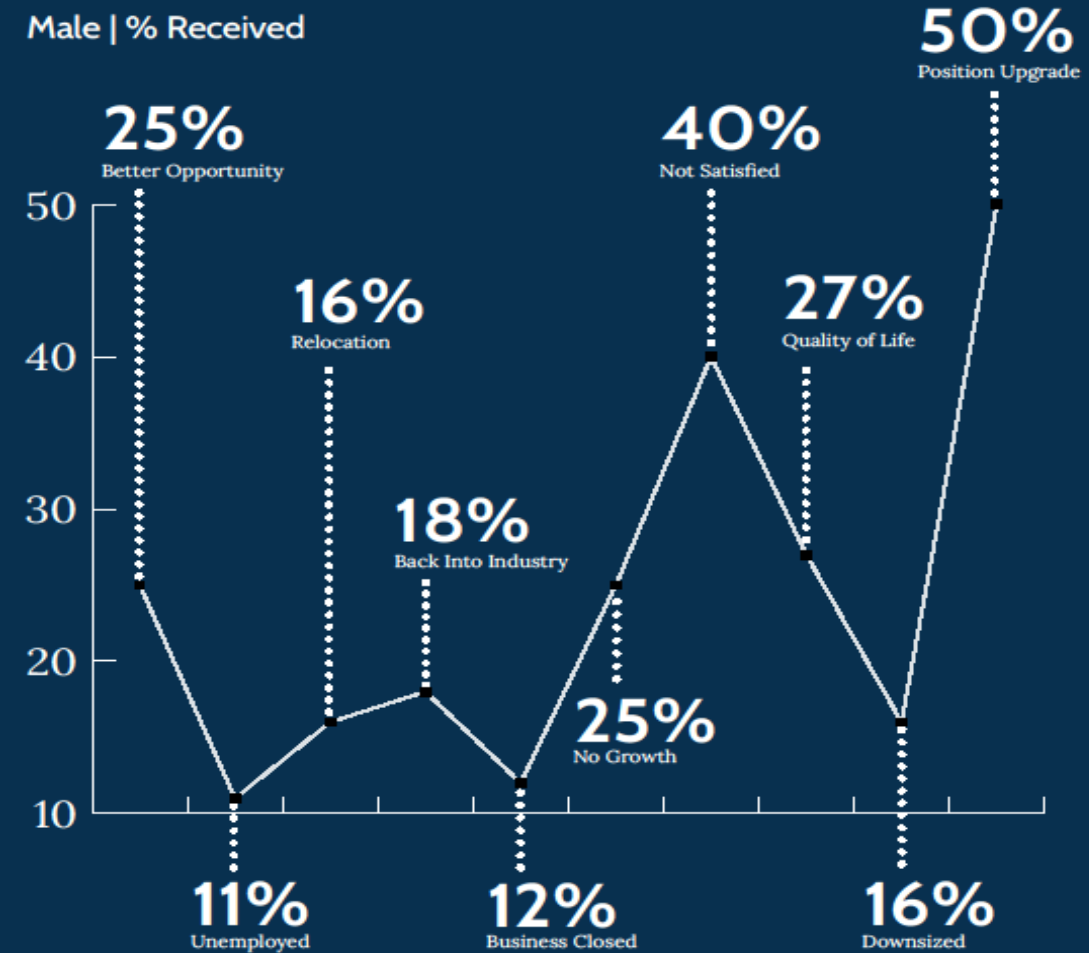
TOP 10 REASONS MANAGERS LEFT THEIR EMPLOYER AND HOW MANY RECEIVED A RAISE WITH THEIR NEW EMPLOYER

Female | % Received



TOP 10 REASONS MANAGERS LEFT THEIR EMPLOYER AND HOW MANY RECEIVED A RAISE WITH THEIR NEW EMPLOYER

Male | % Received



How Gecko Hospitality finds candidates

National database of candidates, constantly interviewing throughout COVID

We interview chefs, managers, controllers, and hospitality professionals from country clubs, hotels and restaurants.

We get many referrals from candidates we place

We talk to references of our candidates

How To Find Your Staff



Mine your current staff for former fellow employees



Incentivize your employees for referrals



Up your benefits



Network among club members



Indeed Hiring Events (Career Fair)



Traditional job postings on major job boards

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