



Here's how some companies are recruiting for restaurant and foodservice jobs today

Ways to Find and Keep Employees

The return to packed dining rooms is here, but one issue remains: staffing. While patrons may be ready to return to their favorite eateries, many restaurants are struggling to fill both front- and back-of-house positions to meet the new demand.

The problem is prevalent across the country.

For some, the expanded unemployment benefits put in place during the pandemic have been a reason to stay out of the workforce. Although more people may return to hospitality when the added benefits run out, restaurants need to rethink both their hiring and retention strategies.

Boost Your Benefits

The hospitality industry has been notorious for long hours, low wages, and in some cases, the lack of a career path. The current generation knows it has options both in and out of the hospitality industry, and restaurants must evolve to meet these needs.

Consultant Arlene Spiegel of Arlene Spiegel & Associates advises her clients to look at offering a better quality of life.

"With restaurants shortening their hours of operation and simplifying menus, they can offer more flex time to chefs and allow for managers to work part time from home," she says.

Offer More Incentives

Sometimes you need a little extra help while you are building out training programs or re-shifting staff. Some owners are offering incentives — both to new hires and current employees — for additional motivation. Although responses have been mixed on signing bonuses, some restaurateurs are getting creative with incentives that are much more valuable than a few hundred dollars.

Spiegel says she is seeing owners reach out to highly valued staff and/or potential recruits to offer to pay for relocation fees, contribute to rent for a few months and even pay for tutors for children. ●