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tourism
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education

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President's Message

Thanks to many of our Maryland Tourism Council members and other industry professionals, the \$15,000 scholarship challenge grant has reached 50% of the goal.

This worthy program will go a long way toward encouraging our young people to take a serious look at the benefits of joining our industry. If you have not yet joined the MTEF scholarship "club," do yourself a favor and send us a check, small or large.

Scholarship applications for the first \$1,000 scholarship have been distributed to the colleges and schools. The first scholarship will be awarded at the annual MTC Tourism Week breakfast.

This is the first of many scholarships to be awarded in the coming years; scholarships that help improve the skills and lives of our workforce. Help us make it happen.

Dave

David Meloy, President

Keeping Good Help in a

FoodPRO first Mountaintop Donor to MTEF Scholarship Challenge

FoodPRO Corporate Fund has made the first contribution of over \$3,000 to Maryland Tourism Education Foundation's Scholarship challenge fund. Through the Community Foundation of Frederick, FoodPRO donated \$3,500.00.

Last Fall, MTEF received a scholarship funding challenge from the Angel Foundation. They offered to match every dollar we could raise, up to \$15,000. When we are successful, we'll be able to create a *permanent* scholarship fund of \$30,000 or more to help emerging and incumbent workforce members increase their skills and knowledge for a career in the industry.

Please add your name to the list below. Go to our web site for the [pledge form](#) and help us reach this goal.

Thank you for the donations and pledges to date. New donors are in **bold**:

Mountaintop Donors:

(\$3,000 - \$4,999)

FoodPRO Corporate Fund

Piedmont Donors:

(\$1,000 - \$4,999)

Small Business

For a small business, good employees can be difficult to find and even harder to retain once they are trained to do the job. According to a survey conducted by an independent research firm, the top three reasons good employees leave small businesses are:

- limited upward mobility,
- dissatisfaction with management, and
- lack of recognition.

Small businesses frequently are not in a position to promote a good employee; but **performance bonuses and profit sharing, or perhaps schedule flexibility or a larger working space**, might provide an attractive and effective alternative.

Other strategies for nurturing loyalty include asking employees:

- if their duties satisfy them,
- how the work environment might improve, or
- what their thoughts are on growth and the business model

A feeling of involvement creates pride in their work. The fact they are asked about their work provides some of the desired recognition.

Resource: Akron Beacon Journal (OH) (01/15/07)

McCulloch & Associates

Bridge Donors:

(\$100-\$999)

AAA Mid-Atlantic

Deb Carter

Dorothy Fuchs

The Harrison Group

James T. Jackson, Jr.

Karen Justice

Theresa Keysar

Mary Ellen Mason

Chesapeake Donors:

(\$50-\$99)

Ehrlich Media

Paula Katz

Matt Lyle

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H&T School News

North County High School begins fourth year of Maryland Smiles

Dan Fluharty teaches an excellent tourism and hospitality program in northern Anne Arundel County. He involves his students in a myriad of discovery ventures. He assigns creative and problem assessing projects. And every year his students in the career-exploring Academy of Travel and Tourism program participate in the Maryland Smiles certificate program from MTEF.

If you are in that area of Maryland and need part-time workers and qualified graduates, contact Dan at North County High School, 410-222-6970.

They'd REALLY benefit from internship opportunities, as well. How can you make that happen? If you have questions, call Karen at 301-241-4720.