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Jason's Deli Latest Restaurant Company to Add Education Benefits



Jason's Deli has teamed up with Sophia Learning to provide employees access to Sophia's online, self-paced educational platform. The \$99-per-month subscription includes access to more than 60 general education college-level courses and is reimbursable per

Jason's Deli's tuition reimbursement policy. It is available for both full-time and part-time employees. Additionally, Jason's Deli employees will be eligible to receive the tuition reimbursement benefits for multiple reimbursement cycles, including consecutively month over month.

"At Jason's Deli, we recognize that financial barriers can be an obstacle for our employees who want to meet their education goals. Jason's Deli is proud to launch our education benefits program with Sophia to help remove this burden for our employees," said Alex Cone, VP of human resources for Jason's Deli, in a statement. "Sophia's platform is a great partner for us and will allow our diverse workforce to continue to learn and excel, whenever or wherever they choose."

Source: *Alicia Kelson, Nation's Restaurant News*

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How to Communicate Across Generations at Work

A few years ago, I had two days of consecutive communication workshops with sales leaders at a Fortune 100 company.



The first day was with baby boomer-aged leaders. The second day was with leaders in the millennial and Gen X ages.

During one open question-and-answer period one of the boomers described his frustration with his younger leader. "I call him and he doesn't answer his phone. Then he texts me and says, 'what do you want?'"

This boomer then smiled and shouted, "What do you mean, what do I want?! I want to TALK to you!"

Generational Differences in the Workplace

This exchange typifies the generational differences in our workplace today, and remote and hybrid work have only sharpened the contrast.

In fact, it's historic.

For the first time in history, we have five generations in the workplace:

- Traditionalists — born 1925 to 1945
- Baby Boomers — born 1946 to 1964
- Generation X — born 1965 to 1980
- Millennials — born 1981 to 2000
- Generation Z — born 2001 to 2020

This certainly poses challenges for each of these generations.

Source: *John Millen*

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What is a New Collar Worker?



There's blue collar and white collar. And now there's also "new collar."

New collar workers are signaling a new era in hiring that doesn't care for the credential of a college degree. That's especially beneficial when 66% of the population doesn't have a college degree anyways.

But what exactly does it mean to be a new collar worker?

What is a new collar worker?

New collar workers are highly skilled employees who land jobs in the top half of the wage scale that do not require a college degree. According to job search site Monster, health care, engineering, technology and software are some of the industries looking to hire new-collar workers.

The term was coined nearly a decade ago by Ginni Rometty, former chief executive of IBM, to describe this new portion of the workforce. However, it's hit headlines and gained traction in recent weeks as more and more companies toss degrees to the side.

"The traditional definition of blue collar was no degree, skilled labor, but a trade and then white collar had a degree and did office work," said Don Gannon-Jones, VP of Content at interviewing company Karat, who doesn't have a college degree himself. "This idea with new collar is recognizing that a lot of people are going to college, spending hundreds of thousands of dollars, to just get A degree. They almost don't even care what the degree is...it's just to get the credential."

Source: *Cloey Callahan, WorkLife*

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4 Things to Do When You Don't Promote Someone

Rejected internal candidates are nearly twice as likely to leave. Other problems include low morale, strained relationships, job dissatisfaction, and envy.



You can't promote every qualified employee.

Continue to the complete article to review the 4 things to do when you don't promote someone!

Source: *Leadership Freak*

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Webinar - Do More with Less: Tackling Restaurant Staffing Challenges in 2024



Do More with Less: Tackling Restaurant Staffing Challenges in 2024

This webinar will focus on overcoming staffing challenges, best practices for retaining talent and how technology can help restaurants thrive with fewer staff members.

Source: *Lightspeed*

[Sign up for the Webinar](#)

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