

The Fresh Olive Management Programme

Overview

At Entier, we are very proud that we can create a talent pipeline of tomorrow and invest in the community with our unique apprenticeship programme, 'Fresh Olives'. Exclusive to Entier, Fresh Olives marks the first rung onto a credible career path for our selected apprentices.

We have developed a 3 year unique Managing Training Programme that will provide our Fresh Olives with an exciting and realistic first-class experience into the catering industry

The aim of our Management Programme is to develop our Fresh Olives to become confident and professional individuals that will grow with our business and become our Managers of tomorrow, and the way in which we achieve this is to develop the person first, and then the skills.

Year 1 Training Programme:

The first year introduce our apprentices into their qualification and work life as well as working on their detailed job specific training and development programme

What will I do?

As part of joining the programme, there will be a two day induction that will include a full 'Entier family' induction by Entier Management as well as being issued with your full Entier kit. You will also be enrolled in to the relevant qualification

What will I learn?

In addition to the chosen qualification, you will also complete:

- The Entier online Safety Modules
- On the job training on the Entier Management System (EMS) is key to developing an understanding of the company policies and procedures
- Regular portfolio review sessions on-site with applicable assessor
- Daily on the job training with the unit manager
- End of review period assessments

Extra Activities

- Various social events hosted by the Line Managers to ensure they are building an effective network with all of our other Fresh Olives in the business
- A Fresh Olive business project whereby they will work with all of our Fresh Olives in the business to generate money for charity
- There will be various demonstrations from highly skilled Chefs held at the Entier Training Academy which all Fresh Olives will be invited to attend
- Attending visits to some of our local suppliers from butchers, bakers to fishmongers to gain an understanding of the production process from start to finish
- Opportunity to attend schools or other events as an ambassador of Entier and our Fresh Olive Programme
- Visit our Comrie office to gain an understanding of how the events side of Entier runs

Year 2 Training Programme:

Year 2 will consist of gaining additional exposure to Entier practices as well as building supporting information towards their relevant qualification

The Year 2 activities will include:

- Various social events hosted by the Line Managers to ensure they are building an effective network with all of our other Fresh Olives in the business
- Continue working on a Fresh Olive business project
- Attending several demonstrations from highly skilled Chefs held at the Entier Training Academy twice yearly
- Attending various visits to Entier suppliers to gain a deeper understanding of the production process from start to finish
- Attend schools or other events as an ambassador of Entier and our Fresh Olive Programme
- Visit our Comrie production kitchen and attend high-event function in our Events side of the business
- Visit local training facilities to gain an understanding of the training requirements for going offshore (if applicable)
- Visit an offshore installation if / when in ship years to gain an understanding of what a galley and kitchen area is like and get a feel of the working environment for our people offshore
- 1 weeks work placement within our events business 'Wilde Thyme'

Training in Year 2 will include:

- Continuing with applicable qualification
- Continuing with on the job training and coaching from relevant Line Manager
- End of assignment assessments

- Attending Driver Awareness training to ensure our Fresh Olives are safe on the road (if applicable)

Year 3

In the final year, our Fresh Olives will be exposed to further training and managerial responsibilities as a way for them, and us, to decide what the next step in their career with Entier is. They will also be sent for a 1 week work placement at a high class establishment to gain an understanding of how other businesses work.

The Year 3 activities will include:

- Various social events hosted by the Line Managers to ensure they are building an effective network with all of our other Fresh Olives in the business
- Continue working on a Fresh Olive business project
- Attending several demonstrations from highly skilled Chefs held at the Entier Training Academy twice yearly
- Attending various visits to Entier suppliers to gain a deeper understanding of the production process from start to finish
- Attend schools or other events as an ambassador of Entier and our Fresh Olive Programme
- A placement at our Comrie production kitchen and attend high-event function in our Events side of the business
- Visit an offshore installation if / when in ship yards to gain an understanding of what a galley and kitchen area is like and get a feel of the working environment for our people offshore
- 1 week work placement
- Attending, or competing, in applicable competition(s) and award shows
- Attending a wine tasting event to develop an understanding of what wines go with what dishes

Training in Year 3 will include:

- Continuing with SVQ Level 3 SVQ Qualifications in Practical Cooking and Hospitality Leadership.
- Continuing with on the job training and coaching from Line Manager
- Continuing on the job training on EMS and Entier Policies and Procedures
- End of assignment assessments
- Attending Driver Awareness training to ensure our Fresh Olives are safe on the road (if applicable in year 3)
- Training on commercial aspect of his / her job
- Attending Entier People Management Training
- Attending Entier Competence Assurance System (CAS) assessor and verifier training
- Wine Tasting Training
- End of programme presentation

Completion of the Apprenticeship

Upon successfully completing the Fresh Olive Apprenticeship and Management programme, each apprentice will be officially awarded their certificate by our Chairman at an Entier Board meeting at which they will also receive their coveted gold Olive pin.

They will then be placed in an appropriate part of our business that will suit their skill-set and the needs of our business.

Shine Awards

Each year, Entier award an 'Apprentice of the Year' award at our glamorous annual Shine Awards Ceremony