

# fresh olives



## The Fresh Olive Management Programme



Visit [www.entier-services.com/fresh-olives](http://www.entier-services.com/fresh-olives) for further information



## About Entier

Established in 2008, Entier is the largest private, independant catering & hotel services company in Scotland. Operating in over 50 countries worldwide, we are very much an international business with offices in Aberdeen, Perthshire, Houston, Texas and Perth, Australia.

## Why Choose a Fresh Olive Apprenticeship?

It is important to us, and the development of our Fresh Olives, that they gain an understanding of what we really do as a business and the importance of having high standards and delivering quality service and produce to all of our customers.

To do that we ensure that all of our Fresh Olives are part of a variety of fantastic opportunities from attending Chef Demonstrations from some of the best chefs in the country, to visiting our suppliers to get an understanding of what is involved in the food process from start to finish, or even foraging in the forests to get some of the freshest produce Scotland's larder has to offer.

## Four Areas of our Business



**OFFSHORE CATERING & FACILITIES SERVICES**



**ONSHORE CATERING & HOSPITALITY SERVICES**



**FRESH RETAIL**



**WEDDINGS & EVENTS**



## We believe in...



### Family

#### THE ENTIER FAMILY

Placing people at the heart of our ambition



### Service

#### DELIVERING A BESPOKE SERVICE

Tailored for our clients' individual need



### Communities

#### INVESTING IN THE COMMUNITIES WE OPERATE IN

Sourcing local, sustainable quality produce



### Quality

#### CREATING AN EXCEPTIONAL FOOD STANDARD

Enhancing the wellbeing of our customers and delivering memorable food experiences



# 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 Management 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.

## Career Opportunities

- The skills learned throughout the programme will provide our apprentices with the skills to have a long-term career at Entier and grow to become our managers of tomorrow
- With an Entier apprenticeship, our Fresh Olives are guaranteed a position in the company after completion and will ensure you 'earn while you learn'
- Many of Entier's own members of senior management began their careers as apprentices
- An apprenticeship provides hands on experience, a salary and the opportunity to gain credible qualifications while gaining on the job knowledge and experience
- The opportunity to learn and develop skills and experience all sides of the catering industry



## Year 1 Training Programme

The first year introduces 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 and understanding of the company policies and procedures
- Regular portfolio review sessions on-site with applicable assessor
- On the job training with the Unit Manager
- Ongoing assessments

### Extra Activities

- Work experience within our Wilde Thyme events side of the business
- Various social events hosted by Line Managers to ensure they are building an effective network with all of our other Fresh Olives
- A Fresh Olive business project to collectively raise money for charity
- Various demonstrations from highly skilled Chefs held at the Entier Training Academy which all Fresh Olives will be invited to attend
- Visit local suppliers from butchers, bakers to fishmongers to gain an 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 Events side of the business to gain an understanding of how the events side of Entier runs
- Opportunity to participate in a foraging expedition to gain an appreciation of Scotlands Larder



## Year 2 Training Programme

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

### The Year 2 Activities Will Include:

- 1 week work experience at the world renowned Sheffield college 'Silver Plate' catering and hospitality facility
- 1 weeks work placement within our events business 'Wilde Thyme'
- Various social events hosted by the Line Managers to ensure they are building an effective network with all of our other Fresh Olives
- Continue working on a Fresh Olive business project
- Various demonstrations from highly skilled Chefs held at the Entier Training Academy which all Fresh Olives will be invited to attend
- Visit local suppliers from butchers, bakers to fishmongers to gain an 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 Perthshire office to gain an understanding of how the events side of Entier runs
- 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



### 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 Training Programme

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:

- 1-2 week national work placement at a world-class establishment
- 1-2 week work placement within our events side of the business
- Various social events hosted by the Line Managers to ensure they are building an effective network with all of our Fresh Olives
- Continue working on a Fresh Olive business project
- Various demonstrations from highly skilled Chefs held at the Entier Training Academy which all Fresh Olives will be invited to attend
- Visit local suppliers from butchers, bakers to fishmongers to gain an 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 local training facilities to gain an understanding of the training requirements for going offshore (if applicable)
- Visit and 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
- 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 Qualifications in Practical Cooking and Hospitality Leadership
- Continuing with on the job training and coaching from Line Managers
- Continuing with 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



# Mentorship

All apprentices will have a mentor. Your mentor will be there to guide and train you in becoming their future team members, so they are personally invested in the success of each apprentice.

They will structure and curate a curriculum that is specifically tailored to your daily work life and for your future development and individual needs.







# Completion of the Apprenticeship

Upon successfully completing the Fresh Olive Apprenticeship and Management programme, each apprentice will be officially awarded their certificate 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 the business that will suit their skill set and the needs of our business.





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# Shine

## Shine Awards

At Entier we recognise the importance of motivating and rewarding our people for the consistently high quality service they deliver and we do this through our employee recognition scheme, 'Shine'. The Shine Programme is an integral part of recognising members of the Entier family who go above and beyond the call of duty and is key to embedding the Entier values across our business.

All those nominated will receive a certificate with individual winners receiving £500.00 worth of vouchers and the winning team per quarter receiving £500.00 to donate to a charity of their choice.

The annual winner of Employee of the Year, presented at our yearly awards ceremony receives £1000.00.





# Fresh Olive Activities Calendar

## Year 1

- Work experience across our business - 2 days
- Various Entier supplier visits
- Ongoing monthly practical and theory assessments (middle of each month)
- Various Chef demonstrations
- Regular Fresh Olive social events
- Fresh Olive business project
- Foraging excursions

## Year 2

- Work experience - 1 week at the world renowned Sheffield College Restaurant 'The Silver Plate'
- Various Entier supplier visits
- Ongoing monthly practical and theory assessments (middle of each month)
- Various Chef demonstrations
- Regular Fresh Olive social events
- Fresh Olive business project
- Foraging excursions

## Year 3

- Work experience - 1 week at a national high end establishment
- Various Entier supplier visits
- Ongoing monthly practical and theory assessments (middle of each month)
- Various Chef demonstrations
- Regular Fresh Olive social events
- Fresh Olive business project
- Foraging excursions
- Wine tasting experience



## **Entier Ltd**

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