Overview of Kanuga

Resident Apprentice Program (RAP)

Kanuga Conferences, Inc. is devoted to building up the next generation of service leaders as they are vital to our community and our future. Consequently, we have created an apprenticeship program designed to engage college graduates into our rich history and business.

Vision: To create an atmosphere of support and growth that helps young adults define and embrace a path toward continual success.

Mission: To offer guidance, training, and work experience within a supportive community setting to help apprentices form habits that lead to ongoing personal and professional success.

Length of Time: 12 months beginning in February. There will be a rolling enrollment for the first six months.

Kanuga will provide the following:

1. Job Description
2. Program Expectations
3. New Hire, Program and Departmental Orientation
4. Evaluations
   a. Apprentice feedback
   b. Apprentice reports/projects
   c. Exit interview
   d. Manager evaluations
5. References/Recommendations

Preferred Qualifications:

- Major (preferred) in:
  o Parks, Recreation and Tourism Mgmt.
  o Hospitality Management
  o Food and Beverage Management
- GPA of 3.0 (or equivalent) or higher
- Valid Driver’s License
- Able to lift 50 pounds
- Graduate of a 2 or 4 year program
- Applicants MUST possess the necessary work authorization
**Benefits:**
- Paid apprenticeship with room and board provided plus a bi-weekly stipend.

**Compensation:**
- Room and Board – Value of $8000
- Training and Development
- $5 per hour Housekeeping working 40 hours
- $6 per hour for Guest Service working 40 hours

- Up to two weeks of unpaid leave will be allowed in the year.

**Apprentices will be:**
- Assigned a buddy at the beginning of the apprenticeship to guide them through our introductory training program
- Exposed to operational and management meetings
- Assigned an individual or group project to solve for a real-life hospitality challenge or opportunity

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<tr>
<th>Kanuga Apprentice Activities</th>
<th>Opportunities to experience the Hendersonville and Kanuga community</th>
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<tr>
<td>Comprehensive Onboarding Schedule</td>
<td>Orientation, site tours, and team building activities</td>
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<td>Operational Duties</td>
<td>Valuable work experiences while supporting operations during peak seasons</td>
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<td>eLearning &amp; Group Meetings</td>
<td>Presentations from our Management Forum. Development videos</td>
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<td>Job Shadowing</td>
<td>Opportunities to rotate between departments and business functions</td>
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<td>Case Scenarios/Projects</td>
<td>Opportunity to brainstorm project ideas, analyze problems, propose resolutions, and deliver a presentation in a business setting</td>
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- **Time allocation:** Apprentices can expect to spend approximately 80% of the program learning and performing Operational Duties on the job. The remaining 20% of the program may be spent on the supplemental learning activities such as eLearning, Job Shadowing, Meetings, and Project Activities as needed.

A successful apprentice will be given a great consideration when applying for a future opportunity with Kanuga Conferences, Inc. All apprenticeships are compensated with a bi-weekly stipend with room and board and are not eligible for benefits due to the temporary nature of the position. Housing is available for the duration of the apprenticeship.