

The Orcas Hotel

2023 Summer Internships & 18 month Apprenticeships



Our innkeeper - small business entrepreneur internships are a unique opportunity to learn all aspects of operating a small inn and restaurant while at the same time receiving one-on-one career mentorship and business development guidance.

Introduction - Our apprenticeship model was born fifteen years ago while working at fine-dining restaurants in California. Rather than hire exclusively culinary school graduates, or cooks with years of experience, we offered people an opportunity to learn about cooking and kitchen management using a European apprenticeship model. This program empowered motivated individuals, who might not have had the means to pursue a formal education, or who were hand-on-learners, to start at the ground level and be promoted through the ranks of the kitchen. Starting as a dishwasher and stocker in a busy restaurant is not glamorous work; but today, many of those apprentices are successful chefs and restaurant owners. Our apprenticeships and internships at the hotel are focused on small business entrepreneurship, but still have classic culinary arts as a foundation.

Why Orcas Hotel- Work and live on an idyllic island in The Salish Sea. Receive one-on-one career guidance and training directly from the Chef Owners. Be surrounded by passionate professionals who share a common interest in being the next generation of hospitality entrepreneurs. We don't just provide housing, we provide soulful accommodations and community.

Hands on Training- It's important not to look at any of these opportunities as a traditional "school" or training center. These internships and apprenticeships are demanding full-time positions that offer an immersive small business experience. Each member of the team works through a variety of front and back-of-the-house positions, learning how to prep, work the cafe counter, run the espresso machine, cook on the line, order ingredients, perform proper restaurant table service, mix cocktails, take and manage hotel reservations, turn rooms, maintain hotel common areas, be an ambassador for guests and learn the basics of building maintenance and repairs. Based on someone's background and future goals they may spend more or less time in each of these areas, but everyone on the team is cross-trained on all areas of the business.



Collaborative Management and Mentorship- Some people thrive in rigid environments where there are strict rules and standards for all operations. This is not that kind of environment. The hotel operates a collaborative management style where all team members contribute to running the operation and there is rarely a single way to do something. For example, there is a common team goal of making a great latte, but one team member might focus on pouring beautiful latte art while another simply makes sure the milk is the right temperature and consistency. By giving team members the autonomy to self manage their own performance and initiatives, they are given insights in to how they might perform as an owner-operator. Many team members bring areas of expertise that they enjoy sharing with other members of the crew. It is not uncommon for someone to become an expert/mentor in a certain area and share information and training with other people on the team throughout the course of their experience. Everyone on the team is given the opportunity to contribute to the development of the hotel; whether it be designing a new cocktail program or revising the guest check-in process, we encourage our team to help evolve the business and take ownership over what they are passionate about.

Chefs Quinn, John and Julia are all on-site and available for one-on-one training and as professional resources. You can engage with them directly for questions and input, or collaborate with other members of the team. Any apprentice or intern may request to meet with John, Julia or Quinn at any time; these meetings might be to discuss work at the hotel, or to ask questions about career development or personal business plans.

The important thing to remember is that all classes, development grids, and other educational resources are completely optional. It is up to you to make the most of these offerings and take initiative for your own personal trajectory.

Summer Apprenticeship - Join us on the island for our summer season. (4-6 month internship between April and September. You get to enjoy Orcas Island at the height of the season, when the days are long and the island is bustling with activities. Work in the cafe from 7a to 3p and then still have six hours of daylight to explore the lakes and island trails! Since this is the height of the season there is less emphasis on extracurricular education and classes, but you still get hands on experience working a variety of stations around the inn, cafe and restaurant.

18 Month Apprenticeship- The majority of our team are 18 month apprentices. This timeline allows you to see a full seasonal cycle of the business and work in all aspects of the operation. During the winter apprentices have more time to focus on educational pursuits and personal projects as well as travel and stages. After three months on island 18 Month apprentices are eligible to have a personalized Development Grid that will help them outline goals and projects for their apprenticeship. Historically these have ranged from learning how to break down a whole pig, to training to run a marathon, and making plans to purchasing a multi-family investment property. Regardless of the



goals, we do our best to provide resources and guidance to put the goals within reach. During the final three months of the apprenticeship we work directly with each apprentice to plan their next step; whether that means finding the perfect job to continue their skills development, opening their own business, or doing research travel. We are committed to being professional resources and advocates for each apprentice that completes the program, not only as they depart the program, but as they progress through their careers.

18 Month Ownership Program Extension- For 18 Month Apprentices who complete the program in good standing, and who are serious about opening their own business, we offer an apprenticeship extension. Those apprentices invited to do the extension become leaders in the business, working closely with the owners to direct the hotel and to train new apprentices. They are given opportunities to oversee the hotel and restaurants as a “General Manager in training” and will have the experience and qualifications to lead a small hotel or restaurant team if they choose. During this period the hotel owners will work directly with the apprentice to identify and analyze potential business opportunities. From creating a business plan, to approaching investors and securing financing, you will get one-on-one mentorship for starting your own business. Upon successful completion of the second apprentice program, you will be awarded \$10,000 to use as seed money for your business or continued development and be given an Assistant General Manager title for use on your resume. In addition to the end of program award, you will also consider extending a personal-business loan to help jump-start your business.

Hourly Rate and Housing Costs- Apprentices have historically earned an average hourly rate of \$25 per hour. This is based on a \$16/hr base rate plus an equal service-fee pool. Housing cost is \$450/month for the hotel dormitory units and \$750/month for the larger private units. There is also a \$150/month utility cost which covers high speed internet and all tenant utility costs.

