

HUNAVARU ROOKIES PROGRAM

WE MAKE DIAMONDS



Skills for a Resilient Workforce Programme

An initiative by the Ministry of Higher Education.

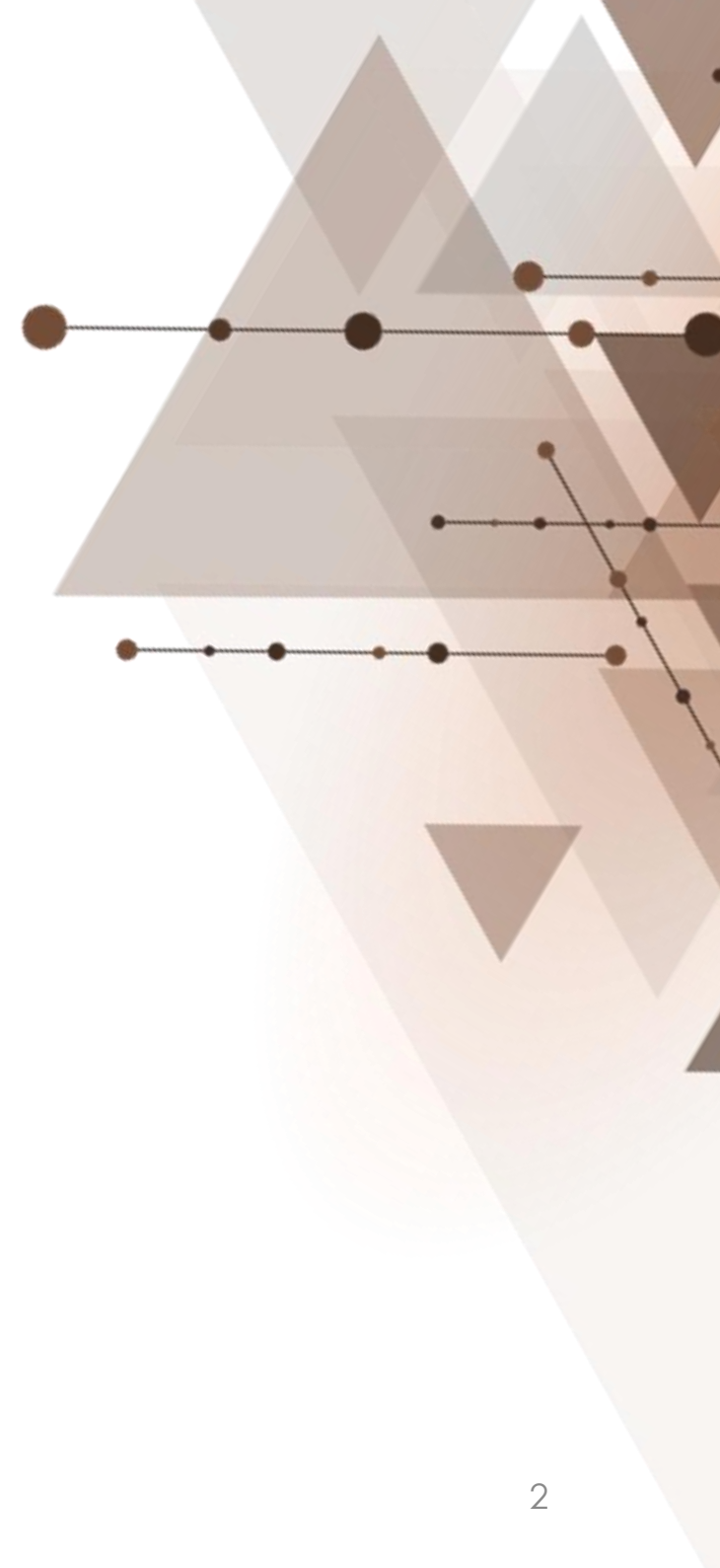


We offer a career ladder of opportunities in the hospitality industry

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Learning & Development
.....*We make diamonds* ...



WHO WE ARE.....

We are the Maldivian chapter of Aitken Spence Hotels & Resorts. Adaaran and Heritance Aarah is a resort operator in the Republic of Maldives, which started operations in August 1993 and today, operates 7 Resorts with 750 rooms, and more than 1200 talented staff members from 35 diverse nationalities in the sector.

- Heritance Aarah – Raa Atoll
- Adaaran Prestige Water Villas – Raa Atoll
- Adaaran Prestige Vadoo – South Male' Atoll
- Adaaran Prestige Ocean Villas - North Male' Atoll
- Adaaran Club Rannalhi – South Male' Atoll
- Adaaran Select Meedhupparu – Raa Atoll
- Adaaran Select Hudhuranfushi - North Male' Atoll

Aitken Spence Resort Hunavaru - Rookies programme

The right choice to enter into the most lucrative industry.

An apprenticeship is a smart alternative route for students who want to start a career and learn from industry experts from day one.

A rookie will get class room and practical exposure during their stay with our properties.

Hands-on experience in the hospitality industry

You will choose the respective department to start your apprenticeship in, depending on where your strengths and interests lie. Whichever department you join, you will get hands-on experience, and you will craft your journey in the trade.

Upon successful completion, you will be absorbed to the resort cadre. If you perform well, rookies have the pathway to join the Aitken Spence Kurimagu Management Training program – where we craft young Maldivian executives to be the next generation hoteliers in the country.



OUR FOCUS

Hunavaru Rookies programme

Key Focus Area	Strategy
Development of Hospitality Culture (HC)	Developing mindset & attitude of associates to be able to drive a respective hotel culture.
Enhancement of Technical Skills (TS)	Developing associate to the required job specific technical skills.
Generic Training Requirements (GT)	To ensure local & international best practices and mandatory awareness programs & training are conducted for the smooth operation.

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Generic Training Sessions - Virtual Trainings

Training Topic	Total participants	Trained Min	Total Trained Min	Total Training Hours
Orientation	6	300	1800	30
Introduction to Hospitality	4	180	720	12
Moment of Truth Assignment	4	240	960	16
Assignment review & modern hospitality trends	4	240	960	16
Hygiene and grooming	4	240	960	16
Covid-19 Awareness	4	120	480	8
Product Knowledge	2	90	180	3
Total Training Hours			6060	101

MARAHABA!
welcome to
HERITANCE AARAH




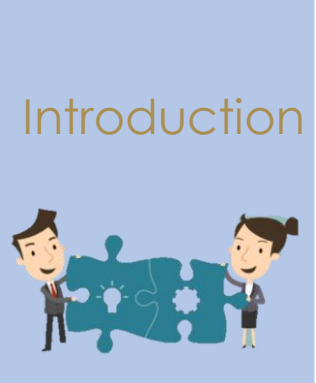


SKILLS FOR RESILIENT WORKFORCE 2020 INTERNSHIP PROGRAM

Room division job specific knowledge /Skills enhancement training

Training Topic	Total participants	Trained Min	Total Trained Min	Total Training Hours
Welcome drinks & Procedure Mini Bar Procedure	4	30	120	2
Welcome Dance Departure Blessing Procedure	4	60	240	4
Arrival Pavilion Set-Up & Procedure	4	60	240	4
Disinfection of Arrival Luggage & Procedure	4	60	240	4
Health & Safety Briefing	4	120	480	8
Lost & Found Procedure	4	60	240	4
PCR Sample Collection	4	60	240	4
Handling Telephone & Procedure	4	60	240	4
Excursion Preparation & Procedure	4	120	240	4
Speed boat departures	4	120	240	4
Total Training Hours			2520	42

TRAINING CALENDAR

February 2021

06 th	13 th	15 th	20 th	27 th
	<p>Introduction</p> 	<p>Moment of truth</p>	 <p>Hygiene & grooming</p>	<p>Hospitality trends</p> 

Compulsory Training / All Associates
Mindfulness & COVID-19 Awareness Training



COVID-19
AWARENESS
SPENCECARE SAFETY ETIQUETTE



APPRENTICE PROFILE



What do I like most about working at Heritage?

The interaction with different people and situation in Front line. Always I can step away and do things by myself with the guidance of my supervisors . I also enjoy my day-to-day job, troubleshooting and figuring out how to make things work. I'm getting more of my own responsibilities too, which I really like and very interested in.

I also get chance to travel with guests for excursions. This is not just a job If you love what you do then you will be loving your job. I love to be with sea and I love always be with nature. This is the right place for it and "Where the tradition is alive "
Looking ahead...

In the future, I will still be interested in hospitality industry even though its very sensitive industry. I love facing challengers and I love finding solutions for it.

I'll see where things fall as I get closer to the end of the apprenticeship, but I hope that I get to stay with Heritage Aarah. I love the people and the culture, nature of the resort.



"If you are hardworking and dedicated then you will have a GREAT FUTURE ahead."

-Ibrahim Najeeb-



“Associates make
the difference
I’m glad that I’m
PART of it...”

- Ibrahim Munsif -

What will be your future plan be?

I was so excited to join this program as it was organized by one of the leading companies in the hotel industry.

The hotel is incredibly stunning as it was surrounded by the blue sea and I am so thankful for the opportunity to experience this.

The staff is another reason for the hotel to be at the top level. Throughout this program, we have been provided with all the facilities. Most importantly, the training that we are currently going through is a well-organized program covering many significant areas and it will be a good qualification as well as a valuable experience for me since my ambition is to build up my career in the hotel industry.

So, I want to express my heartfelt gratitude for the hotel management and all its amazing staff for giving me this great opportunity.



“This is my
PASSION &
I LOVE what
I DO ”

- Aminath Shafaq -

What do I like most about being with Adaaran Prestige Vadoo?

Becoming a successful hotelier is my dream. So I never let go of a single opportunity that might take me towards my dream.

This apprentice program is the most relevant and the most effective one that I've ever attended. We got to learn many practical tips, new ideas and techniques that are really important and which can be applied effectively.

The hotel management and staff have made sure that we receive access to all necessary facilities. This rare chance to participate in a program at a heavenly location with a variety of delicious Maldivian food, is definitely a once-in-a-lifetime opportunity.

Receiving valuable knowledge in this manner will always be one of the best memories of mine and one that I will never forget.



What's the most interesting part of the programme?

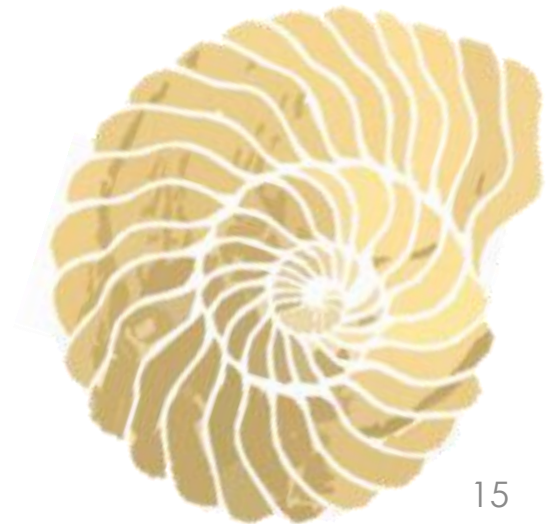
The program was absolutely wonderful and it taught me many things that I should know as a hotelier. The lectures are very useful and practical and I could enhance my knowledge in different ways.

We have virtual training sessions every Monday and I appreciate the on-the-job training sessions where we can learn while we are on set.

Thank you so much for organizing this program for us with all the facilities and I am eagerly looking forward to attend more programs like this in the future.

“This is an
amazing
EXPERIENCE”

- Aishath Shaana -



What do I like most about working here?

I enjoy my day-to-day job, troubleshooting and figuring out how to make things work. I admire the way the hotel faced many challenges and overcame these one by one whilst also being ready to face anything that might come their way. We enjoyed Health & Safety trainings and the Covid-19 awareness training which is compulsory to everyone.

Now I am part of the excursion team which I really enjoy a lot here and I am passionate about it. Everyday we face different challenges with the prevailing situation and I believe challenges are opportunities and learning curves.

I will have to see how things evolve as I get closer to the end of the apprenticeship, but I hope that I get to stay with the same company. I love the people, the work culture and the overall resort.



" CHALLENGES
are
OPPORTUNITIES "

- Zamrath Mohamed -





MARAHABA! WELCOME
to Adaaran Club
RANNALHI

Skills for Resilient Workforce 2020 Internship Program



OUR MESSAGE - Learning & Development Team

“Besides the pandemic, we are happy and excited to extend our resorts for the trainees. We as a reputed international chain of hotels in the Maldives, haven't forgotten our responsibility towards the industry and local community. Since 1993, we have been the training ground for many Maldivian hoteliers and we will keep training for future generations to come.

Tharaka Appuhamy
Assistant General Manager
Talent Management & Quality Assurance

“I am excited to share my knowledge with new generation hoteliers. I am excited to see their commitment and the willpower to learn and lead the industry. The Ministry and University has taken a bold step in developing the younger generation and we will give our fullest support in crafting their future with Aitken Spence Resorts Maldives .

Panchali Mandakini
Asst. L&D Manageress – Heritance Aarah
Project Coordinator – AS Hunavaru Rookies Program - 2020/21

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