



# Funds Distribution Report

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**Recipient Organization:**

**FareStart**

**Address:**

700 Virginia Street  
Seattle, WA 98101

**Contact:**

(206) 443-1233  
<https://www.farestart.org>

**Organization's General Goals:**

By investing in people and building community, we transform homelessness, hunger and poverty into human potential.

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**Date of Award:**

2017 Q3

**Level:**

\$2,501 to \$5,000

**Specific Use for This Award:**

This award was used for administrative and program expenses. For more information, please read the attached report from FareStart.

8802 27th Ave NE  
Tulalip, WA 98271

**TulalipCares.org**

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# FareStart 2018 Report Prepared for Tulalip Tribes Charitable Fund

Grant Code: Q3 2017 14.2

***“All of a sudden, your manner, your spirit and attitude change. When that moment happens, you turn into yourself, the person you really are rather than the person you’ve always been.”***

Trish, Adult Culinary Program graduate

We extend our deepest appreciation to the Tulalip Tribes Charitable Fund for your support and are pleased to submit a report on our activities in 2018. Last year FareStart wrapped up a 5-year strategic plan designed to significantly increase our services to individuals who live in poverty, on the streets, and have barriers to employment. Over the past five years, FareStart increased our programming from serving 303 to over 500, and added new social enterprises.

FareStart also enthusiastically welcomed Angela Dunleavy-Stowell as its new CEO. Angela brings with her the experience of being co-owner and CEO of Ethan Stowell Restaurants for the past 11 years. As CEO, she oversaw 16 restaurants, \$30 million in annual revenue and 420 employees. Angela is also on the Board of Directors for the United Way of King County and has been involved in fundraising for numerous local nonprofits.

As you know, FareStart makes both a local and national impact on hunger, poverty, and joblessness. Locally, the greater Seattle area has been in a period of economic growth the past few years. The impact has positive and negative implications for the students we serve. On one hand, it is much easier to find a job now than it was just a few years ago. Therefore, the individuals seeking job training support have higher barriers across all of our programs. The implications for FareStart is that we are spending more resources per student, elevating our program costs. Affordable housing options also continues to be an issue for our students who want to live in the Seattle area where jobs pay more due to the higher minimum wage.

**Our local agency outcomes for 2018 are as follows:**

**502**

Individuals enrolled

**251**

Completed training

**345**

Employment placements or promotions

**858,083**

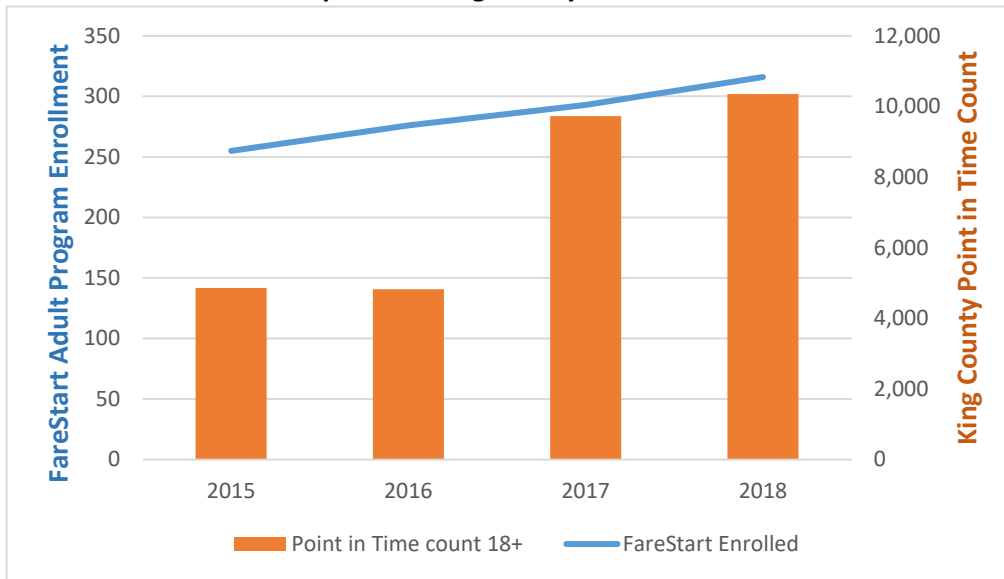
Nutritious meals served to low-income or homeless children and adults

## Adult Culinary Training Program

For 27 years, FareStart’s Adult Culinary Training Program has operated successfully teaching a variety of basic culinary skills while addressing the underlying factors and barriers each individual is facing on their path to self-sufficiency. For the fourteenth straight year, FareStart can say that 85% or more our program graduates are employed within 90 days of completing the program.

As homelessness has increased, so has FareStart’s enrollment. Below is a chart showing FareStart’s Adult Culinary Training Program enrollment over four years compared to the number of persons counted homeless that are 18 and older. These numbers are reported in the point-in-time counts 2015 through 2017 (<http://allhomekc.org/king-county-point-in-time-pit-count/>). The large jump between 2016 and 2017 can be attributed to a change in the process and methodology in capturing the total number of individuals who are homeless.

**FareStart Enrollment Compared to King County Point in Time Count**



*" I have never taken anything in life before this program serious. This program has made me look forward to each day I get to go to class and learn."*  
 –A 2018 Adult Culinary Training Program student

### 2018 Adult Culinary Program Outcomes

**316**

Adults enrolled

**145**

Completed training

**130**

Graduates gained employment

**91%**

Program graduates who are employed within 90 days of completion

**87%**

Verified job retention at three months

**78%**

Verified job retention at six months

**\$15.89** Average starting wage

**(Adult Culinary Program continued)**

As mentioned above, FareStart has observed that individuals enrolling in our programs have higher barrier compared to previous years. For instance, in 2014, FareStart housed 61% of enrolled students, and in 2017, we housed 87%. Although enrollments in the program continues to grow, we have seen a steep two-year decline in the number of students who complete the program. In 2018, 49% of students graduated compared to 60% in 2016. To respond, FareStart has increased our housing partnerships, increased transportation options, and started reviewing our internal policies regarding student attendance to ensure that our program is focused on supporting the needs of the students. Despite the decline in graduates, 90% of students who do reach graduation are gaining employment within 90 days.

Additional impacts—With Seattle and King County focused on rapid re-housing, most shelters have moved to a barrier-reduction model meaning that the shelters are no longer clean and sober living facilities. This has created problems for some of our students who are required to be sober while in FareStart training and struggle with their sobriety. FareStart offers recovery circles on-site through Recovery Café to support our students who are in recovery and ensure they have the support they need the hours they are not at FareStart.

**Youth Culinary & Customer Service Program**

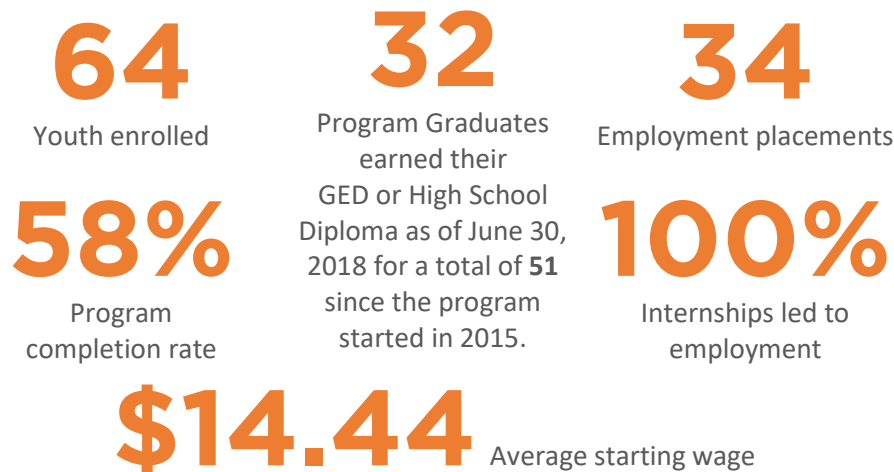
Working in partnership with Seattle Public School alternative high schools, youth earn high school credit as they go through Youth Culinary job training, helping them reach high school completion.

In 2018, FareStart participated in the City of Seattle Youth Employment Program for the third year. In this program, the city pays the wages for Youth Culinary Program graduates to do a seven-week internship in the FareStart Café in Pacific Tower. In 2018, we also partnered with MOD Pizza to do the same type of internship in their locations for Youth Culinary Program graduates. In total, 12 graduates were working in an internship at the FareStart Café and five worked at a MOD Pizza location. All 17 completed the internship and gained employment at program completion.

*“I learned knife skills, food prep and handling, and the espresso machine. I see getting a stable job and an apartment in my future now. FareStart opened the door to my wanting to go to college.”*

—Ann,  
Youth Culinary  
Program Graduate

**2018 Youth Culinary Program Outcomes**



**(Youth Culinary Program continued)**

FareStart has struggled this year with retention of young men of color in the program. This is also a struggle for the high schools we are working with. FareStart wants to learn how we can better engage young men of color so that they feel a sense of belonging and inclusivity while they are in the program. Our strategy is to start with listening and community building while working with expert consultants. FareStart’s Director of Youth Programs and the Youth Programs Manager will be spending more time out in the communities our students live in to build relationships closer to their homes. Additionally, FareStart is working organization-wide with consultants on diversity, equity, and inclusion. One of their focuses will be to spend time understanding our current program, how we are engaging with young men of color, and identify where FareStart needs to improve and make programmatic changes.

**Youth Barista Training and Education Program**

FareStart has partnered with YouthCare since 2003 to provide job training and support services to street-involved youth ages 16-24. The Youth Barista Program focuses on enrolling youth who are currently living on the streets. This population of youth faces high barriers to stable housing/homelessness, histories of abusive homes, substance abuse, and unstable educational histories.

Being in the Youth Barista Program is not easy for youth living in encampments, sleeping on sidewalks, and staying in shelters. We ask youth to be at the FareStart Café in uniform and ready to work by 7 a.m. We do this because it will mirror a real work experience in a coffee shop and the morning coffee rush is a great training opportunity. This means that youth who slept on the street have to be cleaned up, in uniform and ready to work by 7 a.m. For many youth, this is a challenge. Our staff ensure they are supporting youth where they are at while at the same time ensuring youth have the skills they need to gain and maintain employment.

*“Before the barista program, I had no job experience. In this program, I learned I can be a leader; I discovered I was good at communicating and customer service. The skills I learned are transferable – they can apply to anything.”*

–Jessica,  
Youth Barista  
Program Graduate

We made two updates in 2018. Youth shared they did not feel very prepared for job interviews and did not understand their rights as an employee. FareStart and YouthCare made immediate changes from the feedback. Staff began providing interview skills earlier in the program offering more opportunities to practice and build self-esteem. Staff also invited the Fair Work Center to come into each cohort to talk about basic labor laws and employee rights. We have received positive feedback from students after these workshops.

**2018 Youth Barista Program Outcomes**

**80**

Youth enrolled

**48**

Completed the program

**100%**

Living on the street

**34**

Gained employment

**76%**

Job placement within 180 days of program completion

**\$14.50**

Average starting wage

## Foodservice Apprenticeship Program

FareStart recently completed its first full year of the Foodservice Apprenticeship Program. We had several successes. First, apprentices are gaining employment or a promotion with an average 20% wage gain. We originally anticipated that apprentices would see an 18-20% wage gain in two years and not right away. Second, FareStart's management-level apprenticeships became certified by the Washington Apprenticeship and Training Council. These apprenticeships differ in that they are a year-long with 2,000 hours of training and will result in journeymen wages for their positions. Third, apprentices are reporting to FareStart staff that the program is giving them a new level of confidence they previously did not have, which supports further career growth.

*"Working side-by-side with chefs with lots of industry experience, I'm learning how to deal with stress and work as part of a team. This program opens up more possibilities for me to be a lead line cook."*

—Juanita,  
Foodservice Apprenticeship  
Program Graduate

The main learning was that apprentices are coming into the program with higher barriers than we anticipated. We hoped that having work experience would equal more stability. We also did not take into account that unemployment is low, therefore the individuals attracted to job training programs will be more likely to have higher barriers. To support our apprentices with higher barriers, FareStart assesses their individual needs as they enter the program and develops a training plan that best supports the apprentice.

### 2018 Foodservice Apprenticeship Program Outcomes

44

Enrolled

20

Completed the program

20%

Average Wage Gain

20

Promotions or  
employment gains

88%

Job retention at 6 months

\$17.91

Average starting wage

Thank you so much for your support! Please let us know if you have any questions about our 2018 outcomes.

Melissa Ralston  
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[Melissa.ralston@farestart.org](mailto:Melissa.ralston@farestart.org)

## FareStart Program Pictures



Adult Culinary Training Program Students during on-the-job training.



Foodservice Apprenticeship Program graduate with Ethan Stowell.



Youth Culinary Program Student working in the FareStart Café at Pacific Tower in Beacon Hill.



Youth Barista Program during a classroom training session at YouthCare's Orion Center in downtown Seattle.

To protect the privacy of our students, these pictures are not for public use. If you would like a public use photo or quote please contact Stephanie Schoo at [Stephanie.schoo@farestart.org](mailto:Stephanie.schoo@farestart.org) or (206) 787-1561.