



# Funds Distribution Report

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**Recipient Organization:**

**FareStart**

**Address:**

700 Virginia St.  
Seattle, WA 98101

**Contact:**

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

**Organization's General Goals:**

FareStart transforms lives, disrupts poverty and nourishes communities through food, life skills and job training.

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**Date of Award:**

2019 Q1

**Level:**

\$2,501 to \$5,000

**Specific Use for This Award:**

For more information, please read the attached report from FareStart.

8802 27th Ave NE  
Tulalip, WA 98271

**TulalipCares.org**

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## FareStart 2019 Report Prepared for Tulalip Tribes Charitable Fund

*“FareStart has changed my life. I was in work release and I wasn’t sure they were going to let me in, but they did and my life is changed. I haven’t worked in almost 15 years and next week I’m starting a new job.”*

*- Tony, Adult Culinary Program graduate*

### **Grant Code: Q1 2019 14.2**

***Thank you for helping to transform lives, disrupt poverty and nourish communities.*** We extend our deepest appreciation to Tulalip Tribes Charitable Fund and are pleased to share the following impact made possible with your support in 2019.

FareStart continues to lead local and national initiatives with integrated solutions to hunger, poverty, and unemployment. Last year, FareStart worked to deepen our impact among our community’s most vulnerable populations – individuals living in poverty, homelessness and/or with mental, physical and emotional challenges. In 2019, we began developing explicit strategies to offer more support for individuals disproportionately affected by poverty and historically underrepresented in the foodservice industry through a Diversity, Equity and Inclusion framework.

In 2019, FareStart supported over 400 adults and youth with job and life skills training and produced a record 919,382 community meals for low-income populations. Our programs continued to make a deep impact; last year, 97 percent of our adult graduates were hired within three months of graduation. Alongside our rapidly growing catering and contract meal businesses, the FareStart restaurant (downtown Seattle), Rise by FareStart (South Lake Union) and FareStart Café in Pacific Tower (south Seattle) continue to thrive, providing valuable training for our students and earned income for our job training programs. Using the FareStart model of best practices for foodservice job training, our national collective impact program, Catalyst Kitchens, has also expanded to over 80 network members across North America.

Across all programs in 2019, we felt the impact of a robust job market in which adults and youth were often applying directly for jobs without training. Although jobs are currently more available, job retention for people with barriers to employment is still a significant challenge to long-term success and stability. Realizing a decrease in program enrollments and resulting graduations, we made operational and programmatic changes which have already started to reverse these trends and ensure the long-term success of youth and adults.

In 2019, FareStart made several changes to stabilize the financial impact of our social enterprise businesses – and to better focus on our long-term, strategic goals to conduct more meaningful training and support for youth and adults. In 2017, FareStart launched an innovative Foodservice Apprenticeship Program in conjunction with an aggressive business venture, opening five new eateries on the Amazon campus. After not realizing the forecasted business revenue, the three eateries (collectively called the Community Table) were closed in January 2019 and the Maslow’s restaurant in South Lake Union was closed in January 2020. These changes allow us to refocus on the core of our operations – transforming lives and disrupting poverty through food, life skills and job training.

Our local agency outcomes for 2019 are as follows:

421

Individuals enrolled\*

235

Completed training\*\*

300

Employment placements or promotions

919,382

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

81 Members

Catalyst Kitchens

### Adult Culinary Training Program

The Adult Culinary Training Program, the cornerstone of FareStart programming since 1992, is our broadest-reaching program with hundreds of referral partners. In 2019, individuals in the Adult Culinary Program received more services and achieved greater outcomes; 97% of adult culinary graduates got a job within three months of graduation.

Individuals seeking jobs in Seattle’s current, robust employment economy face extraordinary barriers. With multiple risk factors, today’s trainees simply need more support and preparation for job training. In fall 2019, FareStart began offering a “Welcome Week” to provide more time and resources to help adult trainees transition into the program, including an additional week of housing and support services before officially starting job training. In 2019, we also brought a mental health therapist on-site three days a week, hosting individual appointments with students and collaborating with the FareStart program and service team to offer the strongest possible support for individuals. With the first few months of these enhancements, we are already seeing a significant increase in program retention.

### 2019 Adult Culinary Training Program Outcomes

263

Adults enrolled

116

Completed training

111

Graduates gained employment

97%

Program graduates who are employed within 90 days of completion

\$16.22

Average starting wage

75%

Verified job retention at six months

## Youth Culinary & Customer Service Program

FareStart’s **Youth Culinary Training Program** works in partnership with alternative high schools, so young people simultaneously earn high school credit while developing culinary skills. The program’s main goal is to reconnect youth with their education. This hands-on training, with short periods of classroom instruction, is ideal for kinetic learners who do not thrive in traditional classrooms. **In 2019, 36 young people previously identified as at-risk of dropping out of school gained academic credit through FareStart.**

*“This program got me ready for a professional environment. I want to go back to school. I want to go get my AA from community college and go into software development.”*

*-Joel,  
Youth Culinary  
Program Graduate*

In 2019, FareStart partnered with Seattle Urban Academy and Seattle Public Schools’ Interagency Academy and Nova High School to recruit and enroll 65 students in the Culinary Program. Students attended classes half of the day at their high school and spent the other half of the day at FareStart, with on-the-job training at the Pacific Tower Café. Students earned up to \$20 a day for participating in the training.

With a new Youth Case Manager in place, FareStart was better able to collaborate with young people, their guardians and school case managers to ensure youth receive the comprehensive support and social services they need. With these targeted resources, 88 percent of youth completed the Youth Culinary program in 2019. In addition, 19 graduates of the Youth Culinary program continued job training through paid internships at MOD Pizza and at the FareStart Café.

Moving forward, we are exploring the potential to increase the Culinary Program enrollment by expanding partnerships and offering the program afterschool to accommodate students from other schools.

### 2019 Youth Culinary Program Outcomes

65

Youth enrolled

32

Program Graduates earned their GED or High School Diploma as of June 30, 2019 for a total of **82** since the program started in 2015.

46

Job or paid internship placements

51

program completion

88%

program completion

\$15.59

Average starting wage

## Youth Barista Training and Education Program

The Barista Program Serving Youth and Young Adults partners with YouthCare to provide a pathway to employment and stability for young people, ages 16 to 24, living in homelessness. The program provides job training and placement, life skills, employment counseling, classroom, and on-the-job training in barista skills, basic culinary skills, cash registers, and customer service. Alongside YouthCare case management and support services, students gain practical, hands-on skills and earn a stipend working in a FareStart Café. **In 2019, 75% of Barista Program graduates were placed in a job within 180 days of graduation.**

*“At times, I thought I wasn’t able to do this, and they [program staff] assured me that I could. They pushed me to see the possibilities. [The] program showed me that I can do things if I put my mind to it.” – John, Youth Barista Graduate*

In 2019, FareStart hosted 11 cohorts, each eight-weeks long, engaging young people peer learning, classroom instruction and on-the-job training in the FareStart Café. In addition to technical job skills, students were coached with soft skill competencies such as time management, personal accountability, teamwork, job search and interviewing skills, that will help them in the workplace and in pursuing education. Young people received support connecting to foodservice, coffee and hospitality jobs through FareStart’s Employer Engagement team.

In December 2019, on-the-job training for the Barista program began transitioning from the 2100 Building Café in South Seattle to the faster-paced retail environment of the Rise Cafe in downtown Seattle. Classroom training will continue at YouthCare’s Orion Center.

Job placement remains high and we know anecdotally that participating in the Barista program promotes housing stability and reengagement with school. We are working on strategies to maintain communication with young people after they complete the program, to quantify these longer-term gains in employment, education and housing stability.

### 2019 Youth Barista Program Outcomes

74

Youth enrolled

51

Completed the program

100%

Living in homelessness upon program enrollment

43

Job Placements

75%

Job placement within 180 days of program completion

\$14.08

Average starting wage

## Foodservice Apprenticeship Program

FareStart’s Foodservice Apprenticeship Program is a paid, hands-on program focused on up-skilling and career advancement in the foodservice industry. In 2019, 19 adults received advanced training to enhance the skills needed to advance their career and increase wages.

Apprentices received coaching from a career development specialist to identify goals and make a plan to actualize these goals. Adults then worked to gain the skills needed to succeed in foodservice positions by working side-by-side with FareStart staff-mentors. With the additional training, apprentices were able to gain, and maintain, jobs with higher wages. Last year, apprentices realized an average 22% wage gain as they gained employment or promotions after completing the program. FareStart continues to offer up to two years of follow up support, including career encouragement, advice and resources after apprentices leave the program.

*" The six months that have gone by have been transformative and inspiring . . . The apprenticeship gave me the opportunity to discover that I really, really love catering."*

Sarah, Foodservice  
Apprenticeship Program  
Graduate

### 2019 Foodservice Apprenticeship Program Outcomes

19

Enrolled

17

Completed the program

22%

Average Wage Gain

27

Promotions or  
employment gains

89%

Job retention at 6 months

\$17.62

Average starting wage

## Thank you!

Thank you again for your generous support. On behalf of our students, Board and entire FareStart community, we are sincerely grateful for the Tulalip Tribes Charitable Fund grant of [REDACTED] in 2019. Please let me know if we can share any additional details about our impact or future plans.

Kelly Otis  
Grants Manager  
(206) 787-1501 [kelly.otis@farestart.org](mailto:kelly.otis@farestart.org)  
700 Virginia Street, Seattle, WA 98101  
[www.farestart.org](http://www.farestart.org)



## FareStart Program Pictures



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



Foodservice Apprenticeship Program graduate

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



Youth Barista Program student working in the 2100 Café in Rainier Valley



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