

KITCHENS FOR GOOD ANNUAL REPORT

2799 Health Center Drive
San Diego CA 92123
Federal Tax ID: 46-3278605

FISCAL
YEAR

2022-
2023

Where
Food
Changes
Lives



KITCHENS FOR GOOD

FISCAL YEAR 2022-2023

Dear Kitchens for Good Community,

Looking back at the 2022–2023 fiscal year, we are grateful for the progress we have achieved and the lessons we have learned. This period has been marked by a theme of rejuvenation, touching every element of our organization — from our programs and initiatives to the promising futures of our apprentices. This year, apprentice enrollment returned to pre-pandemic levels, baking apprentices moved into a classroom space of their own, and graduation rates soared.

Looking ahead, we are eager for the new opportunities next fiscal year will bring. We are developing initiatives to expand our educational programming and reinforce apprentices' key skills. Kitchens for Good SHOP will become a center for our newly enhanced supported–employment process. Apprentices will have the opportunity to explore new avenues of on-the-job training through our [online store](#) and public cooking classes. After a pilot program and extensive planning period, we will be launching a micro-enterprise program for aspiring food entrepreneurs.

Your partnership is essential as we strive to make meaningful work accessible to everyone. Together, we are sharing the power of good food, nurturing talent, promoting equity, and empowering apprentices to reach their dreams.

We look forward to continuing this journey with you.

With heartfelt gratitude,



Jennifer Gilmore, CEO



KITCHENS FOR GOOD

FISCAL YEAR 2022-2023

OUR VISION

A San Diego where everyone has access to a quality job

WHO WE SERVE

Low-income individuals with barriers to employment

WHAT WE OFFER

Three California State-Certified Apprenticeship programs:
Culinary
Baking
Hospitality

HOW WE ARE FUNDED

Community Donations: 36%
Government Grants: 36%
Earned Revenue: 28%

OUR MISSION

Transforming lives through culinary arts



Founded: 2014
First apprenticeship established: 2016
Individuals served since founding: 800+

APPRENTICESHIP PROGRAMS

FISCAL YEAR 2022-2023

Kitchens for Good offers three State-Certified Apprenticeship programs providing culinary, baking, and hospitality training for individuals with barriers to employment. Apprenticeship training programs providing paid, on-the-job training and industry-recognized certifications have excellent outcomes for job seekers.

BY THE NUMBERS:

- Apprenticeship applications received: 821 (↑ 491%)
- Apprentices enrolled: 102 (↑ 49%)
- Total apprentices supported: 174 (↑ 67%)
- Apprentice graduate certificates awarded: 20 (↑ 1900%)
- Hours of instruction provided: 23,470 (↑ 27%)



On average, Kitchens for Good provides 150% more hours of instruction than other workforce development culinary programs.



Research shows that ongoing support services are essential. Kitchens for Good provides:



THE APPRENTICESHIP JOURNEY

FISCAL YEAR 2022-2023

10 weeks in-class technical & soft skills training



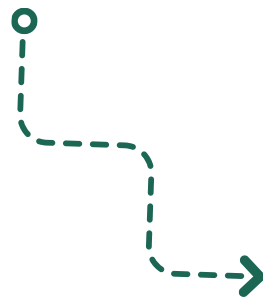
2x Daily Meals



Weekly Stipend



Transportation



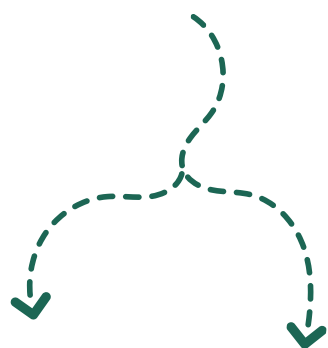
WORKS employment placement



Job Placement



HR & Career Coaching



2,460 hours on-the-job training

OR competency testing after a period of on-the-job training

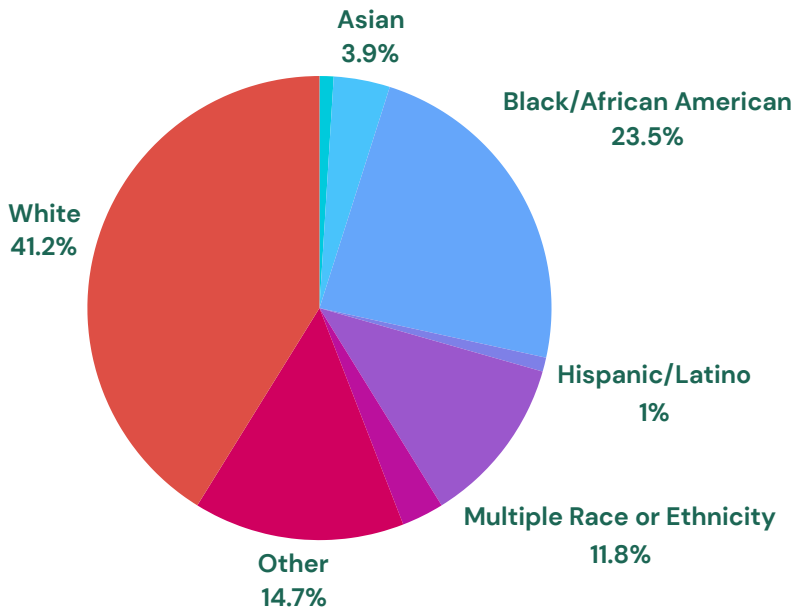


Graduation

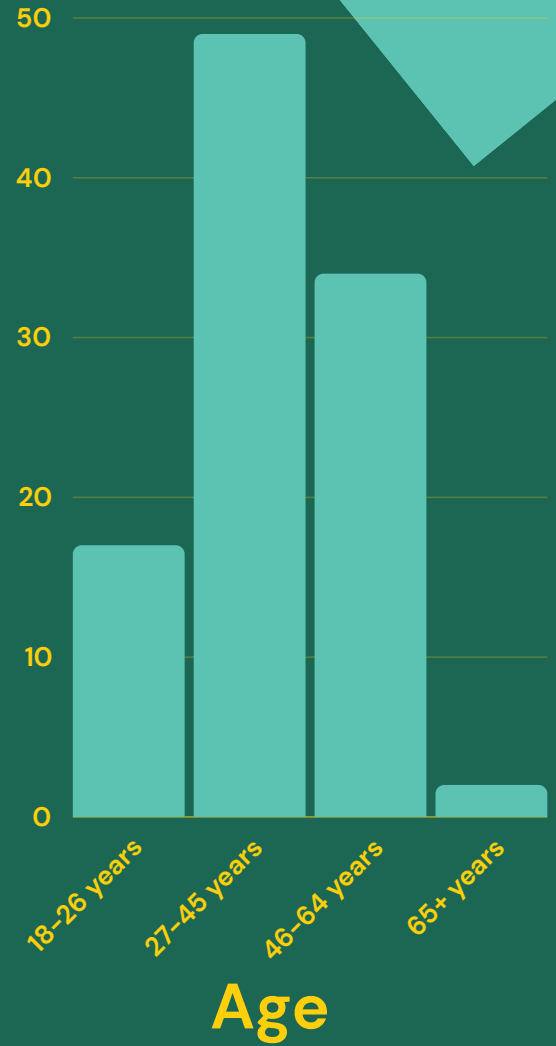
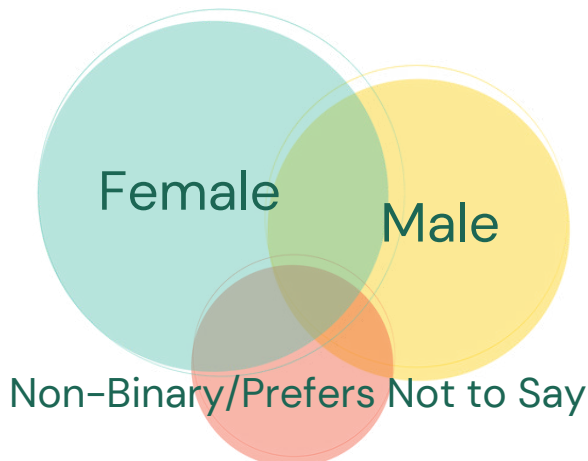
APPRENTICE DEMOGRAPHICS

FISCAL YEAR 2022-2023

Race



Gender

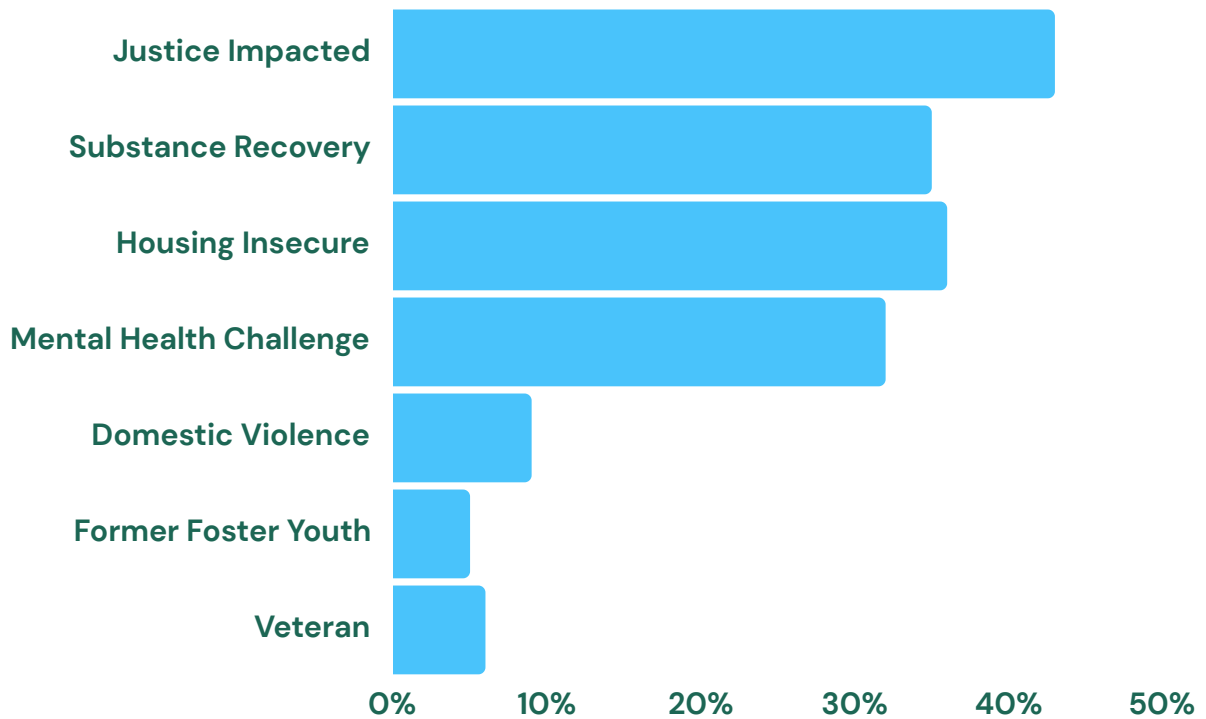


APPRENTICE ELIGIBILITY

FISCAL YEAR 2022-2023

Barriers to Employment

In addition to other complex barriers to employment, all apprentices qualify as low or extremely-low income by HUD guidelines.



Apprenticeships help individuals overcome barriers to employment by providing training and skill development through an earn-while-you-learn model.



SOCIAL ENTERPRISES

FISCAL YEAR 2022-2023

Kitchens for Good operates three social enterprises, mission-driven business that generate sustainable revenue and maximize our social impact. These social enterprises help Kitchens for Good sustain our apprenticeship programs and create opportunities for paid, real-world work experience for our apprentices. As Kitchens for Good grows, our social enterprises will evolve to provide more creative integrations with our programs and ways to engage our community.

WORKS

WORKS is Kitchens for Good's staffing agency social enterprise.

Launched in April 2022, WORKS places apprentices into quality jobs with 54 selected employer partners across San Diego County. WORKS provides human resources and support services to our apprentices and helps employer partners fill their staffing needs with well-trained and highly prepared workers.

Fiscal Year 2022-2023

Top 10 Kitchens for Good Employer Partners

Cohn Restaurant Group

Blue Bridge Hospitality

Bartell Hotels

Petco Park

Evans Hotels

Hotel del Coronado

Town and Country Resort San Diego

Veterans Village of San Diego

San Diego Convention Center

Continental Catering



**Average
apprentice wage:
\$18.16 per hour**

SOCIAL ENTERPRISES

FISCAL YEAR 2022-2023

SHOP

Kitchens for Good SHOP is a highly-curated kitchen and dining ware resale store at opened in January 2022. SHOP provides San Diego households and kitchen-business startups with gently-used appliances, utensils, cutlery, décor, pots, pans, and more. SHOP also sells specialty items made by small businesses and apprentices.

Number of SHOP Volunteers: 262

Hours donated by SHOP Volunteers: 1,770

Items donated to SHOP: 140,223

Number of SHOP customers: 17,472

Concessions at The Rady Shell at Jacobs Park

Kitchens for Good operates a concession stand at The Rady Shell at Jacobs Park, offering homemade soups, sides, and cookies to concert attendees. The concessions program is operated by a Culinary Apprenticeship program graduate and provides paid on-the-job training to the hospitality apprentices.

Number of Shell Volunteers: 372

Hours donated by Shell Volunteers: 1,127

Number of Shell shows: 86

Apprentices participating in hospitality training at the Shell: 20

Cookies sold: 6,246

Soups sold: 6,436

TESTIMONIALS

FISCAL YEAR 2022-2023

“This organization changed my life by helping me on the pathway to a new career, assisting me with transportation, job skills, and other resources when it seemed like I couldn't catch a break. The staff was so encouraging and compassionate and their belief in me allowed me to start believing in myself again. All the chef instructors are amazing, talented, and so knowledgeable.” – Former Apprentice

“I have been a passionate supporter of Kitchens for Good from the moment we met in 2016. This organization is “the real deal”, with both tenacity and agility. They’ve pivoted multiple times while maintaining a core focus on culinary training – better described as ‘knife skills and life skills’, because the apprentice's learning goes well beyond the kitchen. The program is transformative for people who have histories of trauma, offering a chance to learn and try again. I am proud to be a K4G advocate – volunteering in the kitchen, selling cookies at the Shell, and donating both kitchen items and dollars. What more can I say? K4G is even better through experience. Feel the impact: Attend a graduation ceremony. Taste the success: It’s delicious!” – Kitchens for Good Volunteer

“Two of my brothers have been through the Kitchens For Good culinary training program. They now have a path forward in life. It means so much to them and to our whole family.” As a volunteer and board chair of Kitchens For Good, I was honored to hear this comment from a family member at an apprentice promotion ceremony. Her comment gets at the heart of what this organization really does: it transforms lives. The program is aimed at people who already face barriers to employment and it gives them a crucial first step in moving forward to support themselves and their families. For that reason, supporting Kitchens For Good is an investment in helping people with a lifelong impact.” – Kitchens for Good Board Member

FINANCIALS

FISCAL YEAR 2022-2023

