

REDF

An investment that works.

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FareStart

www.farestart.org | Seattle, WA

At a Glance

Mission

FareStart's mission is to transform lives by empowering people who are homeless, in recovery, or previously incarcerated to achieve self-sufficiency through life skills, job training, and employment in the food service industry. Rooted in the beliefs that food is central to overall well-being, that people can transform their lives with the right tools, and that solutions that create value in communities have the best hope of lasting, FareStart innovatively tackles the issues of homelessness, poverty, and hunger.

Social Enterprise

FareStart is both a social service provider and a thriving social enterprise. Through food service training programs, the Community Meals Program where students prepare healthy meals for those in need, and on-the-job experience gained at FareStart restaurants and cafés, participants gain the skills and stability they need to make progress and begin a career.

Track Record

Since 1992, FareStart has provided opportunities for nearly **8,000** people to transform their lives, while also serving over **9 million** meals to disadvantaged men, women, and children.

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Portfolio Partner Profile



Founded: 1987

Location: Seattle, WA

Social Enterprises:

Restaurant, catering, and food service

Target Population: Adults and youth facing barriers

Joined REDF Portfolio: 2016

Employed Since 1987: 8,000

REDF Investment & Advisory Services

REDF's **\$330,000** capital investment and advisory services have helped FareStart develop a transitional employment model for business expansion and create a new cost model to serve more participants.

Highlights of this partnership include:

- Supported FareStart in developing its largest adult social enterprise and transitional employment program, which is being implemented through their new partnership with Amazon. The program includes 25,000 square feet of retail space and equipment; a new food service apprenticeship program; and the creation of a full-service restaurant, three fast-casual eateries, and a coffee shop in Seattle's South Lake Union neighborhood;
- Developed new front-of-house (server, host, etc.) career progression pathways for students while bolstering existing options for back-of-house (line cook, sous chef, etc.) career development;
- Created a cost model to help reduce per-participant cost in new programs while maintaining quality; and
- Developed post-program retention and tracking programs to help FareStart stay connected to employees who have transitioned to permanent jobs, providing them the means to monitor and address long-term successes and challenges.

An Investment That Works

SINCE JOINING REDF'S PORTFOLIO IN 2016:

150+
PEOPLE EMPLOYED

IN THE PAST YEAR, FARESTART EMPLOYEES HAVE WORKED:

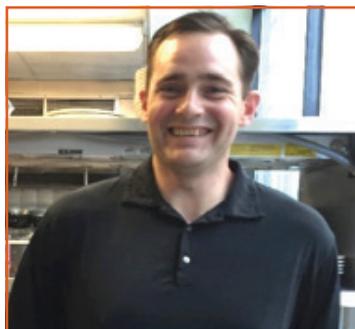
10k+
HOURS

WITH REDF'S SUPPORT, FARESTART IS ON TRACK TO EMPLOY:

700
MORE PEOPLE BY 2020

Personal Success Story

The Frame of Mind to Succeed



When Luke came out of prison, he knew he needed a job and a home. He dreamt of living in Seattle and beginning a new life. FareStart provided him with the skills, support services, and community he needed to realize that dream and succeed. Luke explains, "FareStart's training covers everything. It teaches the language of cooking and puts you in a frame of mind to succeed—to break old habits and encourage you to stay out of trouble." Luke's dedication and persistence, along with the advocacy and training he received at FareStart, allowed him to find permanent employment. A week before graduating from FareStart, Luke was hired by Bon Appétit Management Company at Amazon. In just over a year he's received two promotions and was honored as Employee of the Quarter.



FareStart provides an incredible training program to help people discover a passion for food. I have hired many FareStart graduates and watched them grow into spectacular cooks and chefs.

— Christopher Patterson, General Manager, Bon Appétit Management