



PROGRAM GENERAL INFORMATION

Kherut wants to know..." What's your dream job?"

It is our goal at Kherut to help you define and work towards your dream job. We believe there is power in dreaming for your best life. The Kherut program is meant to help you set goals for your personal and professional life. Maybe it is acquiring your driver's license or purchasing a car. Maybe you have always wanted to work in an office, dental assistant or open your own boutique. Or maybe you can see yourself catching the Kherut dream and working alongside the Kherut Team to build an amazing organization in the nonprofit or social enterprise opportunities within Kherut to help women city to city, state to state and even nationwide! And, if you do not have a dream yet, we want to help you find one!

The Kherut Employment Training Plan program is incredibly unique. Our primary goals are to empower our female Team Members, from all walks of life, by providing a safe and understanding work environment. Our main objectives are to address each individual's circumstances and allow for integration into the workforce based on their needs and abilities regardless of their previous record, background, level of education, work experience or current program requirements.

Kherut offers employment through its social enterprise SAVOR – GREAT FOOD. GREATER GOOD. This food service business platform is currently based out of the commercial kitchen at Highway 39 Event Center where we serve as their main caterer. We are also serving off-site catering events from this kitchen. We are actively looking for additional space that will house our commissary kitchen, business offices and food trucks. This commissary kitchen space will be known as a POD. The POD will be uniquely designed for the needs of the Kherut Team Members. The POD approach is a geographically scalable, "self-sustaining" non-profit concept.

Kherut's unique truck design uses a combination of sous vide cooking techniques and high-speed ovens allowing for production of all types of menus to be executed rapidly, revolutionizing the food truck industry. Unlike other food trucks, our employment model does not require previous cooking experience or specialized training. Instead, it encourages Team Members to learn many different types of skills with great opportunity to grow. Ultimately each POD will employ approximately 80-100 Team Members working in all the different departments that support the nonprofit and social enterprise.

Because the social enterprise is such an integral part of Kherut, every Team Member must go through all four phases of the food services training plan. Each Team Member will begin at minimum wage which is \$13/hour for California employers with less than 25 employees. This rate will be raised throughout the 12-weeks to reach \$15/hour, pending the mastery of specific skills. Since the training is hands-on, it will be done in "real service time" meaning Team Members learn procedures as they produce and prepare for upcoming events. As a result, the phases of training may not be presented to each Team Member in the order listed on the plan.

Kherut's ultimate plan is selfish...we hope that Team Members will want to stay with Kherut but no matter what, we will help walk through the steps to get Team Members closer than ever to working every day in your dream job. Our motto...your success is our success.

TODAY'S KHERUT TEAM...TOMORROW'S KHERUT LEADERS!



12-WEEK TRAINING PHASES

Phase I - Kherut POD Associate - KPA

Phase I begins with food safety. All KPA will go through the state mandated Food Safety Certification course. Once the certificate has been obtained, the KPA will begin training in the day-to-day tasks of back of the house food service. The KPA will be responsible for the storage of all products as related to the kitchen including but not limited to fresh & dry food products, paper goods and cleaning supplies. KPA will learn how to implement inventory controls for both fresh and dry products. KPA will learn basic sanitary guidelines and proper specifications needed to sterilize and maintain kitchen utensils and equipment.

Phase II – Kherut POD Prep Team - KPPT

The KPAC will continue mastering the skills and duties from Phase I. In addition, KPPT will practice and learn new skills involving the preparation of menu items. The KPPT works directly under the direction of the Head Chef. The KPPT will learn knife skills and equipment safety, procedures in following recipes including measuring and conversion, and weighing and mixing ingredients for menu items. The KPPT must be aware of Health Department rules and regulations regarding proper storage and prep of food items as well as all sanitary practices. KPPT must learn to manage their time independently. The KPPT will learn to inventory the items that require prep to avoid missing any items necessary to create the menu items. Other job duties consist of cleaning up all prep areas and assisting Chef where needed.

Phase III – Truck Associate - KPTA

Once Phase II is complete, the KPTA may opt to move on to the truck. Each KPTA will learn the processes on how to program, operate and maintain all truck equipment. Since the truck will be furnished with specialty equipment, it is important that the KPTA is proficient how all the equipment works and how each menu item is processed through the truck line. The KPTA will be able to work in all positions on the truck including cook line, customer orders and fulfillment and all customer service.

Phase IV – Administrative Detail - KPAD

Administrative Detail is essential for the implementation of commissary kitchen and daily trucks. This training will educate the KPAD in the areas of “Back Office” and “Truck Office” versions of the POS system TOAST which will be used on the trucks. KPAD will become proficient in the use and maintenance of both versions of the system. In addition, KPAD will learn scheduling of truck stops, menu set-up, employee schedules and other systems used in the daily truck schedule.

KPAD will be trained on Etapestry which is the donor online fundraising and donation management solution used by Kherut. This program has many facets allowing Kherut to streamline its fundraising activities including reaching out to potential donors, scheduling, and organizing fundraising events.

KPAD will be trained on Greater Giving program which is the online fundraising event software used by Kherut for its entire donor based fundraising events.