



219 NW 10th Ave.  
Gainesville, FL 32601  
workingfood.org

## **Alachua County Food System Workforce Funding Year One Report - August 2024**

The Alachua County Food System Workforce funding allows Working Food and Community Partners to establish new and grow existing programs that build greater food system resilience and create employment and business opportunities in disadvantaged communities. These programs are designed to respond to the negative economic impacts of the pandemic, create opportunities for youth to learn, grow, and establish technical job skills in a safe and empowering environment, and support capacity building for farmers.

During the first full year of grant support, our youth team completed one round of Young Chefs programming, the first cohort of Youth Food Systems Leadership Interns completed the first five months of their seven month internship, and the kitchen team completed set up and onboarding for the first round of farmers. The second round of Young Chefs classes will begin in October 2024 and end in May 2025, the first cohort of Youth Food Systems Leadership Interns will graduate in November 2024 and the second cohort will run from December 2024 - November 2025, and the farmer value added kitchen program will run until June 2026.

### **Young Chef - Kids**

Young Chef Kids participants join the Working Food Youth Team in the Greater Duval Neighborhood Association's (GDNA) Youth Garden once per month for nutrition-centered cooking classes. These sessions use culturally relevant recipes and ingredients grown by students themselves. The classes, which are tailored to be age appropriate, complement the weekly, hands-on gardening, art, and exploratory activities that Working Food also leads in the garden. Collectively, the youth programs empower young students from historically excluded neighborhoods to get excited about, feel ownership over, and build connection to the food they eat. Beyond promoting lifelong health and well-being, these classes also create organic opportunities for intergenerational engagement and community building.

During the 2023-2024 school year, seven Young Chef Kids participants attended seven in-garden cooking classes. Over the course of the program, students prepared a total of 100 individual meals for themselves, their families, and community elders. Each meal prominently featured fruits and vegetables grown by the students or sourced from local farm partners. Some of the dishes prepared included:

- Beef tacos with sour cream, cheese, and fresh salsa made from tomatoes, peppers, and cilantro.

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- Smoked chicken, Ethiopian kale greens, roselle tea, and fresh cornbread topped with homemade butter and roselle jam.
- Collard green chili, with one batch featuring black eyed pea tempeh and the other featuring beef.
- Local hot dogs, a large garden salad, and chips with fresh salsa.
- Marinara made from local tomatoes, herbs and plant-based meat alternative, served with spaghetti, a large garden salad, and garlic bread.
- Breakfast for dinner featuring whole wheat waffles, chicken sausage, fruit salad, whipped cream and blueberry-mulberry jam.
- Chicken with rolls, roselle jam, a large garden salad, watermelon, and mulberry and black raspberry ice cream for dessert.

Throughout the program, all students displayed curiosity and enthusiasm for trying new fruits and vegetables. Many eagerly had second or third helpings and took leftovers home to share with their families. The classes also provided organic opportunities for elders to join the kids in the garden, share their expert skills, and take part in the community meal. Three of the seven participants graduated from the program and will receive priority invitations to Young Chef Teens in the Fall. The remaining four students will be invited to participate in Young Chef Kids for the 2024-2025 school year. The following chart offers a detailed overview of participant engagement during the 2023-2024 school year.

Student Age	Family Size	Zip Code	11/28/23	12/12/23	1/30/24	2/27/24	3/26/24	4/9/24	5/21/24	Attendance Rate
11	4	32641	X	X	X	X	X	X		86%
8	3	32641	X	X	X	X	X	X		86%
9	3	32641	X	X	X	X	X	X		86%
8	2	32601		X	X	X	X	X		71%
11	6	32641	X	X	X	X	X	X	X	100%
10	6	32641	X	X	X	X		X	X	86%
8	6	32641	X	X	X	X	X	X	X	100%

## Young Chef Teens

Young Chef Teen participants tune in to online cooking classes hosted by local chefs once per month. Each household receives a comprehensive kitchen kit, including a cutting board, knife, measuring spoon and cup set, peeler, thermometer, spatula, skillet, baking sheet, rolling pin, and aprons. Once a month, students receive a meal kit with all the ingredients needed to cook a meal for their entire family. The next day, they join a live Zoom session to cook alongside a chef in their home kitchens. Our program partner, GDNA, recruits families to participate, coordinates the delivery of meal kits, and ensures that families have access to the technology needed to participate. At the end of the program, the Young Chefs prepare a four-course meal in the Working Food Kitchen under the guidance of Chef Carl, which they share with their families.

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During the 2023-2024 school year, we had nine Young Chef Teen participants from six households attend five online cooking classes. Collectively, students prepared over 100 individual meals for themselves and their families. The meals included:

- Braised chicken thighs with crawfish-saffron rice pilaf and kale with onions and peppers.
- Herb-roasted chicken breasts with candied yams, braised cabbage, portobello mushrooms and sauteed onions.
- Vegetable lasagna with a garden salad and garlic bread.
- From-scratch chicken pot pie with a tamarind-lime drink.
- BBQ chicken with candied yams, kale, and turnips.

The Pop-Up dinner, hosted on April 20th, marked the first time the students came together to prepare a large meal as a group. The students showcased the culinary and leadership skills they developed throughout the year as they prepared, served, and enjoyed a delicious four-course meal with their families. All parents who attended the Young Chefs Pop-Up Restaurant rated their teen's experience in the Young Chefs Teen program as 5/5, and all respondents noted that their teen cooks more at home after participating. The menu for the event included:

- Garlic-parmesan cracked black pepper biscuits with a seasonal salad
- Roasted ribeye with whipped yukon gold potatoes, green beans, turnips, and beef reduction.
- Blackened catfish with kale, roasted red peppers, fettuccine, and crawfish-saffron alfredo.
- Lemon rosemary roasted chicken with heirloom florida conch peas, smoked sausage, creole onions, and candied sweet potato puree.
- St. Louis style cheesecake with fresh mulberries, mascarpone whipped cream, and candied mint.

While the online cooking class model that we developed during the pandemic has many benefits, we also encountered several challenges throughout the year. These included housing insecurity faced by participating families that prevented consistent attendance and difficulties in training new chefs to teach in a virtual environment, among other concerns. Our team is actively addressing these challenges during summer planning and is considering a hybrid format for the 2024-2025 school year to increase participation. This new format would include a mix of in-person and at-home cooking classes, allowing for more opportunities for connection and mentorship with the teen students.

Four graduates of the Young Chefs Teen program will return next year as "Guest Chefs," receiving a stipend to lead and co-lead Young Chefs Kids classes with an additional layer of responsibility. We are incredibly proud of these students, who consistently volunteered in the GDNA Youth Garden and Young Chefs Kids program last school year, and we are excited to continue expanding opportunities for engagement and mentorship amongst youth program graduates. The following chart offers a detailed overview of participant engagement during the 2023-2024 school year.

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Student Age	Family Size	Zip Code	11/15/23	12/20/23	1/24/24	2/21/24	3/20/24	4/20/24	Attendance Rate
12	3	32601	X	X		X			50%
15	4	32608	X	X	X	X	X	X	100%
17	4	32608	X	X	X	X	X	X	100%
12	2	32609	X	X	X	X		X	83%
15	4	32641	X					X	33%
12	4	32641	X					X	33%
14	5	32641	X	X	X	X	X	X	100%
15	5	32641	X	X	X	X	X	X	100%
13	4	32653		X	X	X			50%

### Young Chefs - Project YouthBuild

The Young Chefs Project YouthBuild program offered a condensed 9-week culinary course tailored for Project YouthBuild students interested in pursuing careers in Food Service. The course was led by Chef Robert Colon, with support from the Working Food Youth Team and guest chefs. The curriculum alternated between study sessions to prepare students for the Food Safety Manager exam, held in the Project YouthBuild classroom, and hands-on culinary classes in the Working Food commercial kitchen. Each student participated in five culinary classes and eight study sessions. The meals prepared during the culinary classes included:

- Chicken Alfredo with steamed broccoli and Caesar salad
- Gumbo
- Shepherd's pie and blueberry cobbler
- Vegetable fried rice with assorted sauces and pickled sides
- Homemade pizza and tiramisu

Out of the nine students enrolled, one passed their ServSafe Food Manager's Exam on the first attempt. An additional three students retook the exam, and another student passed. Six remaining students who did not secure their manager certification took the ServSafe Food Handler's Exam and five passed. One student also secured a job placement with a Working Food client, Groovy Grove Burgers. The Food Handler exam qualifies students to handle, prepare, or serve food, while the Manager exam qualifies them for supervisory or managerial positions in food establishments.

Although students demonstrated a solid understanding of the test content, the condensed class format limited their depth of study. Many students struggled with test readiness, particularly with question phrasing and vocabulary. To address these challenges, our team is exploring a longer format course to better engage Project YouthBuild students in future, ensuring they have a positive and meaningful experience that sets them up for success. For the 2024-2025 school year, we plan to offer younger students who are dedicated to the culinary arts the opportunity to enroll in the seven-month Food

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## Systems Leadership Internship.

The program also showed a significant increase in students' enjoyment and confidence in cooking. Among the enrolled students, those who reported a high enjoyment of cooking increased from 42% to 71%, with 100% of respondents stating they either enjoyed or highly enjoyed cooking after the class. Initially, only 14% of participants felt very confident in the kitchen, and none felt extremely confident. After the class, 29% felt very confident, and 14% felt extremely confident. Students reported learning to cut various types of foods, trying new dishes they would be interested in making again, and thinking more critically about the foods they consume. More than half of the participants indicated they feel more empowered to make informed decisions about the food they prepare at home, highlighting the importance of continuing to offer cooking classes as enrichment opportunities until a longer-format culinary course can be developed. The following chart provides a detailed overview of participant engagement during the 2023-2024 school year:

Age	Zip Code	1/22	1/25	1/29	2/1	2/5	2/8	2/12	2/15	2/22	2/26	2/29	3/21	3/25	Attendance Rate
23	32601	X	X	X	X	X	X	X	X	X	X	X	E	E	100%
19	32641	X	X	X	X	X	X	X	X		X	X	X	X	92%
23	32643	X	X	X		X	X	X	X			X	X		69%
19	32606	X	X	X	X	X	X	X	X	X	X	X	X	X	100%
19	32641	X	X	X	X	X	X	X	X	X	X	X	X	X	100%
17	32693		X	X	X	X	X	X	X	X	X	X			69%
17	32609		X	X	X	X	X	X	X	X	X	X	X	X	92%
17	32653		X	X	X	X	X	X	X	X	X	X	X	X	92%
19	32641	*	*	*	X	X	X	X	X	X	X	X	X	X	100%

*\*This student joined the program on 2/1*

## Youth Food System Leadership Internship

The Youth Food System Leadership Internship, led by Chef Carl from Underground Kitchen and Chef Empowerment, offers students professional-level culinary training and mentorship. The first cohort includes four paid interns between 14 and 15 years old. Each cohort consists of seven month-long modules, with each module comprising approximately 40 hours of free, high-quality educational instruction and around 19 hours of paid on-the-job practical work, resulting in a monthly stipend of \$360. The educational components equip students with the technical skills and knowledge necessary for future employment, while the practical sessions provide hands-on experience to test their proficiency, knowledge, and job readiness. Interns have the flexibility to complete hours at their own pace.

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Interns from the first cohort have successfully completed the first five modules of their internship, covering the following topics:

- Basic food and kitchen safety procedures, including knife handling, equipment use, and safe food handling.
- Reading and understanding recipes, with an emphasis on nutritional awareness and identifying dietary restrictions.
- Successful completion of their Food Safety Handler Certification exam.
- Farming and gardening skills, including planting, identifying, maintaining, harvesting, storing, and preparing fresh vegetables.
- An introduction to meat, poultry, and game, including the use of wild game.
- An introduction to seafood and shellfish, including the differences between farmed and wild-caught varieties, market variety cuts, checking freshness, portioning and storing whole fish, curing, cooking and plating, and pairing with seasonal vegetables.
- Cooking food to the correct temperature, searing, and safely storing processed food.

Interns also had the opportunity to collaborate with local businesses like Sal y Sofrito, where they learned about recipe development and business planning. They shadowed various vendors at the Grove Street Farmers Market, including Life in a Bottle, Nicoya Farm, and Taino Roots. Additionally, they visited Quincey Cattle Company in Chiefland with Chef Carl, where they observed 13,000 cattle and received a custom cut of steak to take home to their families. The interns also assisted in processing fresh Florida ingredients for the UF/IFAS Flavors of Florida event with Chef Carl, where their dish won the Taster's Choice Award. One intern even co-hosted a cooking class with the Gainesville Housing Authority, successfully mentoring the youth in the session and achieving a personal growth goal she had set for herself.

### **Culinary Arts Certificate Program**

The Culinary Arts Certificate Program, managed by the UF Office of Professional and Workforce Development (UF OPWD) in collaboration with CareerSource, unfortunately did not meet the minimum enrollment requirements last spring, which has been a recurring issue preventing the course from moving forward. Despite efforts from the Working Food Youth and Kitchen teams, who partnered with UF OPWD to enhance outreach and accessibility for students in the Project YouthBuild, Young Chefs, and Food Systems Leadership programs, no interested students qualified for the scholarship, which posed a significant barrier to participation. Chef Robert Colon worked diligently with UF OPWD to explore alternative options to keep the course active; however, the decision was made to relocate the program to another market, and there are no plans to offer further courses in Gainesville at this time.

### **Farmer Value-Added Production**

The Farmer Value-Added Production Program provides local growers with discounted access to kitchen facilities, equipment, and storage, along with personalized business consulting to support their expansion into value-added production and packaging of farm products. Creating value-added products offers farmers numerous benefits, including diversified income streams, extended market seasons, broader market reach, product differentiation, and increased revenue.

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This pilot program offers farmers comprehensive support, including free consulting to navigate product regulation and inspection, six months of complimentary kitchen rental and storage, one year of services at a 50% discount, and a 25% discount for any remaining time on their contract. Thanks to this grant, we have also been able to invest in essential equipment that enhances both farmer production and youth programming. This includes a commercial dishwasher, upgraded dish pit, and a dedicated fermentation and dehydration room. The remaining equipment funds are earmarked for specific items required by local farm producers.

During the research phase, we surveyed twenty local farmers to gauge interest in the program. Of those surveyed, eleven farmers and one online farmers' market expressed interest in participating. As of this report, four farmers are actively using the kitchen or finalizing their inspections, while the remaining seven farmers and the online farmers' market are preparing to begin production during the fall growing season. All participating farmers except one either reside in or sell the majority of their products within Alachua County. All of the participating farms use organic, sustainable, or humane growing practices. Additionally, three farms identify as BIPOC-owned, two as immigrant-owned, one as veteran-owned, and seven as female-owned or co-owned. Furthermore, 64% of farmers reported incomes at or below 50% of the Area Median Income (AMI).

The current roster of onboarded or interested farmers includes:

- **Bambi's Organic Country Farm:** Breads, muffins, salads, sandwiches, wraps, soups, ready-to-eat entrées, and desserts
- **North Florida Elderberry Farm:** Elderberry juice and syrup
- **Caraway Farms:** Smoked bacon, smoked sausage, and fresh sausage
- **Eggsotics Farm:** Smoked bacon and seasoned fresh sausages
- **Oystercatcher Farm:** Hot sauces, jams, and prepared shellfish
- **Nicoya Farm:** Pickles, ferments, and dried goods
- **Siembra Farm:** Pickles, ferments, and hot sauces
- **Fruitful Earth Farm:** Beef and lamb jerky and broth
- **Ryan's Homegrown:** Pickles, ferments, and hot sauces
- **Promise Land Organics:** Pickles, ferments, and hot sauces
- **Porter's Community Farm:** Ferments, hot sauces, popsicles, and preserved goods

One of the biggest challenges for farmers aiming to create shelf-stable products or those with an extended shelf life is the requirement of a Hazard Analysis and Critical Control Point (HACCP) plan. HACCP plans, mandated by the Florida Department of Agriculture and Consumer Services (FDACS), ensure that manufactured products remain safe during production. Developing a HACCP plan involves identifying potential biological, physical, or chemical hazards at each step of the production process and establishing measures to prevent or eliminate these hazards. This process also includes setting critical control points and limits, monitoring and verification procedures, and establishing training programs and record retention to ensure compliance.

Unfortunately, HACCP plans pose a significant barrier for many farmers due to the technical expertise and advanced food safety knowledge required to create them, as well as the high cost of outsourcing their development. To address this, our Kitchen Program Director is providing substantial support and

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free consulting hours to all farmers needing HACCP plans. This investment of time and expertise will help both the program and participating farmers successfully develop HACCP plans, paving the way for more efficient plan creation in the future.

Over the next year, our kitchen team will continue to meet with and onboard local farmers as grant funding and kitchen capacity permit. Farmers will receive priority placement among new clients, even if other clients are placed on a waitlist. We will also collaborate with farmers to closely monitor their sales and explore opportunities for wholesale accounts with local grocery partners as they become available.

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Expense Categories	Grant	Invoice 1 10/2023	Invoice 2 11/2023	Invoice 3 12/2023	Invoice 4 01/2024	Invoice 5 02/2024	Invoice 6 03/2024	Invoice 7 04/2024	Invoice 8 05/2024	Invoice 9 06/2024	Invoice 10 07/2024	Cumulative Expenditures	Remaining Budget	% Complete
<b>Direct Project Expenses</b>														
Food for Young Chefs Classes	\$10,500.00	\$0.00	\$700.00	\$700.00	\$1,050.00	\$1,400.00	\$700.00	\$700.00	\$0.00	\$0.00	\$0.00	\$5,250.00	\$5,250.00	50%
Misc. Supplies for Young Chefs	\$5,000.00	\$1,525.68	\$101.23	\$0.00	\$734.83	\$116.45	\$52.38	\$134.61	\$0.00	\$0.00	\$0.00	\$2,665.18	\$2,334.82	53%
Conferences	\$8,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$8,000.00	0%
Kitchen Rental for Youth	\$5,000.00	\$0.00	\$0.00	\$0.00	\$240.00	\$993.00	\$64.00	\$312.00	\$32.00	\$0.00	\$0.00	\$1,641.00	\$3,359.00	33%
Kitchen Subsidy for Farmers	\$42,315.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,015.00	\$2,015.00	\$2,015.00	\$6,045.00	\$36,270.00	14%
Storage Subsidy for Youth and Farmers	\$7,350.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,350.00	0%
Appliances for Youth and Farmers	\$25,000.00	\$0.00	\$0.00	\$2,272.29	\$361.22	\$0.00	\$1,039.94	\$997.00	\$3,341.41	\$285.00	\$1,238.53	\$9,535.39	\$15,464.61	38%
<b>Personnel</b>														
Youth Program Director	\$6,529.60	\$0.00	\$395.51	\$395.51	\$296.63	\$395.51	\$931.40	\$395.51	\$395.51	\$197.75	\$0.00	\$3,403.32	\$3,126.28	52%
Youth Program Coordinator	\$9,561.60	\$0.00	\$579.14	\$579.14	\$144.79	\$289.57	\$868.72	\$579.14	\$579.14	\$289.57	\$0.00	\$3,909.22	\$5,652.38	41%
Culinary Program Director	\$16,889.60	\$0.00	\$718.27	\$718.27	\$538.70	\$718.27	\$1,077.41	\$718.27	\$718.27	\$359.14	\$0.00	\$5,566.61	\$11,322.99	33%
Reporting and Documentation Spec.	\$5,864.04	\$0.00	\$154.05	\$154.05	\$0.00	\$0.00	\$161.96	\$161.96	\$161.96	\$161.96	\$171.97	\$1,127.90	\$4,736.15	19%
Office Administrator	\$4,235.14	\$0.00	\$154.05	\$154.05	\$0.00	\$0.00	\$161.96	\$161.96	\$161.96	\$161.96	\$171.97	\$1,127.90	\$3,107.24	27%
Chef Empowerment Contract	\$63,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$0.00	\$0.00	\$24,000.00	\$39,000.00	38%
GDNA Stipend	\$6,750.00	\$450.00	\$450.00	\$450.00	\$450.00	\$450.00	\$450.00	\$450.00	\$225.00	\$0.00	\$0.00	\$3,375.00	\$3,375.00	50%
Guest Chef/Cook/Baker	\$11,250.00	\$0.00	\$375.00	\$375.00	\$0.00	\$1,500.00	\$375.00	\$375.00	\$0.00	\$0.00	\$0.00	\$3,000.00	\$8,250.00	27%
Administration/Overhead	\$22,724.50	\$710.14	\$710.14	\$710.14	\$710.14	\$710.14	\$710.14	\$710.14	\$710.14	\$710.14	\$710.14	\$7,101.40	\$15,623.10	31%
<b>Total Costs</b>	<b>\$249,969.48</b>	<b>\$5,685.82</b>	<b>\$7,337.39</b>	<b>\$9,508.45</b>	<b>\$7,526.31</b>	<b>\$9,572.94</b>	<b>\$9,592.90</b>	<b>\$8,695.59</b>	<b>\$11,340.39</b>	<b>\$4,180.52</b>	<b>\$4,307.61</b>	<b>\$77,747.91</b>	<b>\$172,221.57</b>	<b>31%</b>