

Employment and Training Strategy

Karma Kitchen

Introduction

1. Karma Kitchen will seek to employ 10 new members of full-time staff to run the Karma Kitchen in Camden. These team members will be hired to operate, sell and manage the space.
2. We will be making most of the hires in the three-month run up to launch, so that they can receive training at our other site in Hackney.
3. Overlaying these hires, the site will accommodate around 120 businesses, who will typically make 1-2 new hires each whilst in our space. This is often a big challenge for our members as good quality local chefs are difficult to hire.
4. This led us to develop our youth training program. The Karma Kitchen Youth Training Program, which is a 6-week training program followed by 6 weeks of supervised work.
5. This training program is fully paid, as we pay the trainees for their time and this program is supported by Tower Hamlets, the Prince's Trust, Uber Eats and Caravan. It's an excellent program, which allows young people, who have never worked in food before, to get qualified and into work within a few minutes commute of their home.
6. This program is being rolled out to all of our sites and will be lengthened and adapted to suit the training of school leavers in the area, disadvantaged young people, and young people acting as carers for family members.
7. Our kitchens are there to be community hubs to offer good quality jobs to local people. Our focus in the Oval has been on helping people get their business off the ground, helping them become FSA and Health and Safety compliant and helping them hire their first team members.
8. We also run an accelerator program to this end. This Accelerator offers businesses set up training in all areas, from getting Food hygiene L2 +3 for team members, to filling out your SFBB Pack, how to photograph your food, getting registered on Charlie HR a powerful HR tool

Employment and Training Strategy

used to store employee contracts, track holiday, key dates and generally get people HR compliant.

9. When they graduate, they have sponsored work benches for 6 weeks in our shared kitchen. So local people can try out running a business and are given the best environment and opportunity to succeed.