



Restaurant Ready: Building Pathways of Opportunity



Restaurant Ready is a national program that empowers individuals with the job and life skills necessary to pursue a career in the restaurant and hospitality industry.

PROGRAM GOALS

- Establish a national standard and assessment for job-readiness skills.
- Highlight the hospitality industry as a opportunity-rich place for first jobs, and as a model of employment, development and advancement.
- Foster collaboration between community organizations, state restaurant associations, industry partners, and employers.
- Provide additional resources and opportunity for people who are out of school, unemployed, or underemployed.

1. NRAEF leads the national network, providing the competency framework, training materials, knowledge-sharing venues, and technical assistance.

2. Community-Based Organizations work directly with individuals, providing wrap-around services to eliminate any barriers to success, as well as to support retention and advancement.

3. State Restaurant Associations engage industry and local businesses for career information and employment.

HOW IT WORKS



“Restaurant Ready was a game changer for me. It gave me the skills, confidence, and opportunity to pursue my dreams.”

- Kevin,
Cafe Reconcile, LA

SIX RESTAURANT READY COMPETENCY AREAS

These competency areas were identified as critical to helping participants acquire the skills, discipline, and confidence to start a job and stay employed.

- PERSONAL RESPONSIBILITY
- COMMUNICATION
- ATTITUDE
- LEARNING
- CUSTOMER SERVICE
- INDUSTRY SKILLS

PROGRAM BENEFITS

- **INDIVIDUALS:** training, supports, industry connections, and employment opportunities
- **COMMUNITY-BASED ORGANIZATIONS:** industry-informed framework and curriculum, 35-state network, and industry connections
- **STATE RESTAURANT ASSOCIATIONS AND INDUSTRY:** access to untapped talent, training and resources for new and incumbent staff

GET INVOLVED: PAVE PATHWAYS OF OPPORTUNITY

To learn more about starting and/or supporting a Restaurant Ready program in your community, visit ChooseRestaurants.org/RestaurantReady or email RestaurantReady@nraef.org.

For more information about the HOPES project, visit ChooseRestaurants.org/HOPES or email HOPES@nraef.org.

Hospitality Opportunities for People (Re)Entering Society (HOPES)



HOPES sets justice-involved individuals on a path to employment and independence through training and employment opportunities in the restaurant and hospitality industry, including connections to apprenticeship.

The HOPES program utilizes the NRAEF's Restaurant Ready training curriculum to equip individuals with work-readiness and industry-specific training. As of 2024, the HOPES program had over 1,200 participants.

WHY IT WORKS

- Restaurant careers are accessible, diverse, and opportunity rich.
- Restaurants need a well-trained and qualified workforce.
- HOPES participants receive ServSafe training which is widely recognized and teaches health and hygiene guidelines.



KEY STATS

76% of Restaurant Ready/HOPES participants land industry jobs.



Restaurants employ more minority managers than any other industry and **90%** of all restaurant managers started in entry-level positions.

1 in 3 adults get their first job in a restaurant.



NRAEF has partnered with **18 communities** to secure **\$14.5 million** in reentry grant funds through the U.S. Department of Labor and U.S. Department of Justice.



“HOPES was a chance to rebuild my life and create a pathway to a career. My son says he’s so proud I’ve got a job and am going into culinary. It’s the best feeling.”

**- Clarissa, Food Bank of Delaware
(Line Cook Apprentice, Embassy Suites)**

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