

Sunflower Bakery's Culinary Employment Training Program

Sunflower Bakery's Culinary Employment Training Program prepares adults with learning differences, who are eighteen years and older, to be well-rounded employees who are ready to successfully apply, interview and secure employment in the culinary industry. Such settings included are retail/wholesale food services, restaurants, grocery stores, as well as in hospitals, universities or lodging.

JOB PREPARATION

The 26- week training program helps develop good work skills, appropriate workplace behaviors, attitudes, and values. The industry-specific skills students learn are applicable to a wide variety of jobs in the food industry . These highly transferable skills include appropriate interpersonal communication on the job, closely following verbal and visual directions, precision and accuracy, efficiency, and problem-solving.

POPULATION SERVED

Applicants who are 18 years of age or older, have completed high school (diploma not required), and have permission to work in the United States, are referred by transition teachers, DORS, service providers, therapists, family members or self-referred. They may have learning differences, such as with reading and/or verbal comprehension; expressive language; dyscalculia; ADHD; mild intellectual disabilities; Level 1 and some level 2 autism and more, often accompanied by anxiety. In addition, students may have learning differences that are undiagnosed due to socioeconomic impacts or inadequate and/or inconsistent educational supports. Three to four students are accepted for training in each of four cohorts per year.

ACCEPTANCE AND ASSESSMENT PROCESS

Applications for the Program are available on the website at sunflowerbakery.org. Upon receiving applications, individuals are scheduled for interviews to help determine if the Culinary Arts training is a good match. A three-day hands-on Assessment then follows, to give the applicant a feel for the actual learning environment and to allow the chef-instructor to observe and assess learning styles and skill levels.

PROGRAM OVERVIEW

Phase 1 Formal Instruction – 13 weeks*

For four days/week from 8 a.m. to 12 p.m., for eight weeks, new students participate in kitchen classroom instruction and on-the-job training. The instruction is provided such that it addresses each student's unique learning needs, covering topics including interpersonal communication; weights and measures; goal-setting and self-advocacy. ServSafe Food Handler's Training and Certification includes grooming and hygiene; safety and sanitation; cross-contamination; food allergies and more. ServSafe Food Handler's Certification is the nationally recognized standard for basic safe food handling in the food industry.

Employee Development Training—All students are taught “soft skills” of work ethics and attitude; problem-solving; time management; self-advocacy, punctuality and “calling out,” among many other topics. A specifically designed curriculum that includes study sheets, role-play, scenarios, videos and quizzes offers multiple learning modalities to address each student's unique learning needs.

Phase 2 On-the-job training – 13 weeks

On-the-Job Training—Hard skills are taught in the production kitchen alongside professional chef instructors, to prepare students for “back-of-house”-type tasks. Students learn via hands-on assignments in the production kitchen, from basic knife skills, cooking and working with meat, and a variety of other cooking techniques, through cleaning and sanitizing the entire area. The training that the students receive in Phase 1 will be applied to real-life experiences in Phase 2. In this phase, students will be slowly brought along to accomplish tasks matching both the volume and time restrictions required in the entry level jobs they will pursue. The chefs will continue to help the students find their particular strengths and will work to provide the students with supplementary skills needed for their aspired roles. By the end of the program, students will be exposed to an array of critical skills needed to gain entry level employment in the food service industry.

Program curriculum outline for each week for each phase

Week 1: Topic - Breakfast

Cooking Techniques: Frying Eggs, Preparing Omelets, Roasting

Knife Skills: Knife Identification, Knife Care, Knife Handling, Dicing Safety and Sanitation: Understanding HACCP Logs and Safety Data Sheets

Students will learn to make fried eggs, home fries with onions and peppers, and dairy-free buttermilk pancakes. The lesson will begin with an exploration of the parts of an egg and their uses. Students will enhance their knife skills while preparing home fries, practicing peeling and cutting techniques. They will also watch videos on frying eggs and then demonstrate their ability to crack and fry eggs sunny side up. The week will wrap up with a practical session on making pancakes using a sauté pan. Throughout the lesson, students will develop teamwork skills and follow opening and closing procedures in the kitchen.

Week 2: Topic - Breakfast 2

Cooking Techniques: Poaching Eggs, Emulsifying, Tempering, Scrambling, Roasting

Knife Skills: Knife Identification, Peeling, Dicing, Julienne, Slicing, Honing Safety and Sanitation: Food Borne Illnesses, Personal Hygiene, Fire Hazards and how to avoid, Using fire extinguishers

This week we will learn the preparation methods of poaching, baking and boiling and how they are applied to eggs. In addition to these we will continue to hone our skills using knives while peeling and producing the core knife cuts. We will also develop the skills needed to prepare a frittata, an open-faced omelet, which is a combination of scrambling and baking eggs with fillings.

Week 3: Topic - Beans, Grains, and Legumes

Cooking Techniques: Soaking, Simmering, Sweating, Rissole, Roasting, Browning, Whisking

Knife Skills: Mincing, Dicing, Quartering, Chopping, Juliennning

Sanitation and Safety: The Temperature Danger Zone, Proper Meat Temps, Time Temp Control, Cooling and Reheating

Our focus this week will be on Grains and Legumes, along with the different cooking methods that can be applied to each. We will be learning the pilaf method which can be applied to many different types of grains. We will work with ancient grains, grains that have changed little domestically over time. We will learn several methods to cook dry beans and discuss the difference between canned and dry. We will develop the understanding of emulsions as well as using fat and flour to thicken, which is called a roux.

Week 4: Topic-Grains, Legumes, and Soup

Cooking Techniques: Risotto, Baking, Roasting, Sweating, Deglazing, Sauteing, Steeping, Panning, Frying, Rissole

Knife Skills: Peeling, Mincing, Small Dicing, Juliennig, Chopping, Slicing, Portion

Sanitation and Safety: Food Allergies and the top 8, What to do if someone has a reaction, How to maintain a kitchen as per fire codes.

This week we will continue to focus on grains and legumes and the cooking methods that are commonly associated with them. We will learn about the risotto method and how to prepare it using short grain, arborio rice. We will discuss different categories of soups - broth, cream (using non-dairy options), puree, regional American and international. We will spend time learning about different ways to bind foods together, as we do with our Lentil Cakes. We will describe, taste and discuss different types of hot peppers and how they are used in cooking, as with our fiery fruit salsa.

Week 5: Topic - Pasta - Fresh and Dry, Pizza, and Sauces

Cooking Techniques: Boiling, Simmering, Blanching, Par-cooking, Roasting, Grilling, Caramelizing, Shocking

Knife Skills: Juliennig, Large Dicing, Peeling, Slicing using Mandoline, Small dicing

Sanitation and Safety: Cleaning and Sanitizing, How to Clean and Sanitize, Handling Garbage, Dealing with Pests

This week our focus is on preparing two types of fresh ribbon pasta while also learning about other shapes of pasta and the difference between dried pasta. We will also discuss the most appropriate sauces for each type of pasta. We will discuss the methods for preparing both fresh and dry pasta, how they differ and how they are similar. We will learn how to make classic Marinara sauce as well as Pomodoro Sauce (a quick version or Marinara) and Primavera Sauce, typically cream-based, yet ours will be soy/coconut milk-based. We will learn how to shape pizza, dock, and par-bake pizza dough. We will prepare several types of pizza using dough from the bakery. We will describe the steps for setting up the grill for use and how to maintain during and after use.

Week 6: Topic - Meze and Hors d'oeuvres

Cooking Techniques: Toasting, 12-stage Bread Making, Simmering, Soaking, Charring, Sauteing, Baking, Frying

Knife Skills: Chopping, Pureeing, Pasting, Mincing, Dicing, Slicing with Mandoline Safety and Sanitation: Review and Servsafe Test

This week we are preparing several dips and spreads which represent the Middle East and Mediterranean region. We will work with dry legumes and learn the methods for cooking with them. We will learn the methods for making flatbread and how it differs from regular bread. We will continue to develop our consistency and speed, as well as knife-holding as we cut vegetables. We will work on measuring, as well. A video on appetizers and hors d'oeuvres will be viewed.

Week 7: Topic - Stocks, Sauces, Soups

Cooking Techniques: Roasting, Deglazing, Skimming, Blanching, Reducing, Simmering, Baking, Steeping, Par-cooking, Boiling, Tempering, Mixing

Knife Skills: Deboning, Using a bread knife, Small Dicing, Chopping, Peeling, Medium Dicing

The main stocks used in culinary arts - brown stock and white stock. From that we will describe the mother sauces. The mother sauces are the core sauces that enable all other small sauces to be prepared. A great small sauce can elevate a mediocre protein and make it great. We will make Veloute sauce and Espagnole sauce.. For the meal this week we will prepare soups which include corn chowder served with cornbread, matzo ball soup and vegetarian chili with roasted sweet potatoes and black beans. It will be a great week to practice knife skills since a lot of vegetables will be needed for the stocks and sauces, and especially for the soups.

Week 8: Topic - Chicken 1

Cooking Techniques: Brining, Roasting, Basting, Stuffing, Tying, Blanching, Browning, Reducing, Deglazing, Simmering

Knife Skills: Deboning, Chopping, Medium Dicing, Slicing, Zesting, Peeling

This week we will be breaking down whole chickens into leg quarters, split breasts, and boneless breasts and preparing chicken in two ways. One method would be brining and the other would be deboning and stuffing deboned chicken thighs. Brining is a method in which a liquid solution of salt and sugar along with aromatics are used to infuse flavor and add moisture to foods. We will spend time preparing one of the five core mother sauces which is based on brown stock, it's brown sauce or espagnole sauce. We will also prepare BBQ sauce.

Week 9: Topic - Chicken 2

Cooking Techniques: Using a Mallet - Pounding, Dredging, Pan Searing, Sweating, Searing, Sauteing, Roasting, Making Crispy, Deglazing, Reducing, Simmering

Knife Skills: Butterflying/Scallopini, Chopping, Mincing, Dicing, Trimming

This week we will prepare chicken scallopini with two different sauces. The chicken will be made using the same method and will include a mushroom Marsala sauce and a Lemon-Caper Piccata Sauce. Preparing the chicken will require students to butterfly each breast and then set their stations up to pound them flat using a mallet. They will then use the classic technique of dredging the chicken in seasoned flour prior to pan searing the breast. The addition of the flour helps to thicken the sauce since the sauce and the chicken are combined towards the end of the cooking process.

Week 10: Topic - Beef - Stewing and Braising

Cooking Techniques: Braising, Stewing, Searing, Simmering, Deglazing, Reducing, Straining, Sauteing

Knife Skills: Cubing, Large Chopping, Large Dicing, Slicing, Trimming, Peeling

This week we will learn about kosher beef, the parts of the cow we can use and the cooking methods that are best used for those cuts. We will prepare cuts from the beef brisket and beef chuck. The brisket breaks down into two pieces, the point (nose) and the flat (first cut). The chef will demonstrate how to break down the brisket and the students will practice removing the fat. Cooking brisket uses the braising method which will be taught. Braising both refers to a method of cooking using large pieces of meat and a type of pot used for that type of cooking. We will also prepare a stew which uses smaller pieces of meat with the same make-up of fat, cartilage and intramuscular tissue from the chuck. Both are combination cooking methods and require 4 to 8 hours to cook.

Week 11: Topic - Hot Sandwiches and Components

Cooking Techniques: Roasting, Searing, Braising, Grilling, Caramelizing, Deglazing, Charring, Tempering, Combining, Whipping, Brining, Smoke, Basting

Knife Skills: Coring Scoring, Chopping, Dicing, Slicing, Using Mandolin, Slicing Meat, Slicing Bread, Shredding

This week we will learn about sandwich components which begin with the types of breads used, both traditional and international. We will also cover the main spreads that are utilized for sandwich-making beyond mayonnaise, including those that have become much more popular internationally. We will discuss the main fillings that are used and how all these items impact the production in a foodservice operation. Our focus will be on hot sandwiches using shredded/sliced beef, hot roasted turkey and grilled chicken of which all of these can be used in multiple ways. It will also include hamburgers and vegetarian options.

Week 12: Topic - Cold and Bound Sandwiches

Cooking Techniques: Poaching, Boiling, Simmering, Steeping, Grilling, Caramelizing, Brining, Toasting, Roasting

Knife Skills: Slicing, Chopping, Small Dicing, Shredding, Peeling, Medium Dicing, Using Mandoline

This week we will learn about cold and bound sandwiches, as well as garnishes and presentation of sandwiches. The sandwiches we will prepare include wraps, club sandwiches, even though the bread is toasted, and a variety of bound sandwiches. We will discuss what a bound sandwich is and make three types of bound sandwiches - tuna, egg and chicken salad. We will discuss the importance of proper mise en place when preparing a sandwich station in a deli and what makes up an organized work area. Students will be able to prepare garnishes and side salads as well as pickles for the sandwiches.

Week 13: Topic - Salads - Tossed and Composed

Cooking Techniques: Tossing Greens in a Bowl, Arranging Components for Composed Salad, Emulsion - Temporary, Permanent, Sauteing, Roasting, Simmering, Boiling, Grilling, Baking, Steeping, Toasting

Knife Skills: Chopping, Shredding, Dicing, Peeling, Using Mandoline, Slicing, Chiffonade, Zesting, Pitting, Julienning Quartering, Peeling Avocado

This week we will be able to identify a variety of salad greens and toppings. We will learn how to clean and care for salad greens. Students will be able to explain the procedure and the difference between tossed and composed salads. They will prepare a variety of green salads and vinaigrettes or dressing. Students will prepare a variety of classic composed salads, as well as salads whose main ingredients include pasta, bread, potatoes, and ancient grains, etc.

List of any certifications that may be achieved within the program.

- Sunflower Bakery Culinary Employment Training Program Certificate of Completion
- ServSafe Food Handler's Certification (Most students pass the exam after training.)

List of potential job titles for which a consumer may become employed In Culinary positions:

Restaurants, Grocery

- Prep Cook
- Hot food cook
- Dish Washer
- Prep cook
- Line Cook
- Deli, Seafood, Meat Counter
- Specialty Cook (sautee, grill)

College, Institution, Hotel

- Dishwasher
- Breakfast Attendant
- Cook 1
- Food & Beverage Attendant
- Prep Cook
- Cook
- Cook 2
- Banquet Cook
- Dishwasher

Health Care

- Cook 1
- Prep Cook
- Utility Worker
- Cafeteria Line Worker
- Counter Server