BLACK OWNED PROJECT 365 · PROGRAM IMPACT

Building Futures One Cohort at a Time

Lifeline Culinary On The Job Training Program

Three cohorts. Dozens of lives changed. A proven model connecting Oakland's most underserved youth to living-wage culinary careers — and strengthening the local food economy in the process.

Program Launch
East Oakland & Alameda County

Cohorts Completed
3 (through January 2026)

IMPACT AT A GLANCE

Our Results Across Three Cohorts

3
Cohorts successfully completed

80%+
Graduation rate across cohorts

50–60%
Graduates secured part-time W2 employment

$25/hr
Starting wage for placed graduates

85%
Report increased confidence & career readiness

500 hrs
Of paid culinary & professional training per participant







> *"We turn our belief into action — one cohort at a time."*
>
> — FOUNDER, BLACK OWNED PROJECT 365







PROGRAM MILESTONES

Key Achievements

COHORT 1 · 2022–23

Program launched in East Oakland. Delivered 500 hours of paid culinary and soft skills training. Established foundational employer partnerships.

COHORT 2 · 2023–24

Expanded recruitment through BCZ Safety Ambassador Program, La Familia, Alameda County Department of Corrections, and the Oakland Private Industry Council.

COHORT 3 · 2025–26

GRADUATE STORIES

Beyond Employment

LCOJT graduates don't just find jobs — they build foundations. Across three cohorts, our participants have used culinary skills to launch food businesses, including food trucks, creating jobs and wealth in the communities they call home.

WRAPAROUND SUPPORT

In past cohorts, BOP365 has worked with service providers to help participants secure **transitional housing**, enroll in **Medi-Cal**, and

100% of participants completed 400 hours of culinary OJT and 100 hours of soft skills training. Over 50% placed in part-time employment. One graduate launched their own food business and is exploring culinary school enrollment.

LOOKING AHEAD · 2026–2027

6 cohorts planned (18 participants each). Permanent culinary teaching facility under development at Arroyo Viejo Recreation Center with Black Cultural Zone and Oakland Parks and Recreation.

obtain **driver's licenses** — because stable employment requires stable foundations.

BOP365–BLACK CULTURAL ZONE SAFETY AMBASSADOR PROGRAM PARTNERSHIP

In partnership with **Kaiser Permanente Northern California** and **Black Cultural Zone**, Cohort 3 achieved 100% training completion, 50%+ part-time job placement, and produced one graduate now building their own food business.

HOW IT WORKS

A Proven School-to-Career Pipeline

LCOJT is a State-certified culinary pre-apprenticeship structured as a two-phase, 500-hour paid training experience. Every participant earns a wage from day one and graduates with an industry-recognized certification and a direct connection to employment.

PHASE I

Classroom Training

100 hours of professional development — communication, financial literacy, technology, food safety, and mock interviews — at Arroyo Viejo Recreation Center.

PHASE II

Culinary OJT

400 hours embedded in professional kitchens — rotating through prep, line, pastry, and sauces stations under certified culinary instructor Sharon Lee.

GRADUATION

Career Launch

California Food Handler certification + NRA ServSafe + direct placement with employer partners at $25/hr. Case management continues 12 months post-graduation.

OUR PARTNERS

A Network Rooted in Oakland

LCOJT's impact is built on relationships — with community-based recruitment partners, employer partners that provide both training sites and job placement, and funders who believe in our model.

RECRUITMENT & WRAPAROUND

- Black Cultural Zone — SAFETY AMBASSADOR PROGRAM
- La Familia
- Alameda County Dept. of Corrections
- Oakland Private Industry Council

EMPLOYER PARTNERS

- Oakland International Airport — PROSPECTIVE
- Chase Center — PROSPECTIVE
- Home of Chicken and Waffles — PAST
- Town Fare by Michelle McQueen — PAST
- Lucy Blue — PAST

FUNDERS & SUPPORTERS

- Kaiser Permanente — NORTHERN CALIFORNIA
- San Francisco Foundation
- Warriors Community Foundation — GOLDEN STATE WARRIORS
- The Athletics — FORMERLY OAKLAND ATHLETICS
- Black Cultural Zone
- Radius Recycling — FORMERLY SCHNITZER STEEL
- AB&I Foundry
- The People's Life Fund

WHAT'S NEXT

Growing Our Impact in 2026–2027

- **6 cohorts** planned for FY 2026–2027, serving 18 participants each — 108 individuals total
- **Permanent culinary teaching facility** under development at Arroyo Viejo Recreation Center, in partnership with Black Cultural Zone and Oakland Parks and Recreation

ECONOMIC ENGINE FOR OAKLAND

LCOJT doesn't just serve participants — it strengthens the local food economy. Apprentices build capacity for Oakland's small restaurants while gaining the skills to

- **3+ new employer partners** to be added to the network by June 2027
- **Co-investment model** — 2+ employers co-funding Cohort 3 wages, building program sustainability
- **Extended training track** (15 weeks) to better support participants with additional learning needs

secure employment, living wages, and lasting self-sufficiency. When our graduates thrive, Oakland's culinary ecosystem grows with them.

INVEST IN OUR MISSION

BOP365 is seeking partners to expand LCOJT across East and West Oakland. To learn more or discuss partnership opportunities, contact us at **blackownedproject@gmail.com** or visit **blackownedproject365.org**