

A Recipe for Opportunity

How high school CTE, industry, workforce programs, and apprenticeship create culinary careers

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The Workforce Connection and Rosati's

What if one local career experience became the first step toward a long-term career?

Think about a pathway, program, or partnership in your community that already helps people explore careers or build skills.

Where could a stronger connection create a clearer next step?

AUDIENCE PROMPT

Keep that local example in mind as we walk through the model.

Rosati's gives us one real-world example.

01

THE WORKFORCE CONNECTION

The Recipe

The ingredients: an employer need, workforce programs, education partners, work-based learning, and Registered Apprenticeship

Career pathways address more than immediate hiring

ENTRY

Students need a safe way to explore the work before choosing it.

SKILL

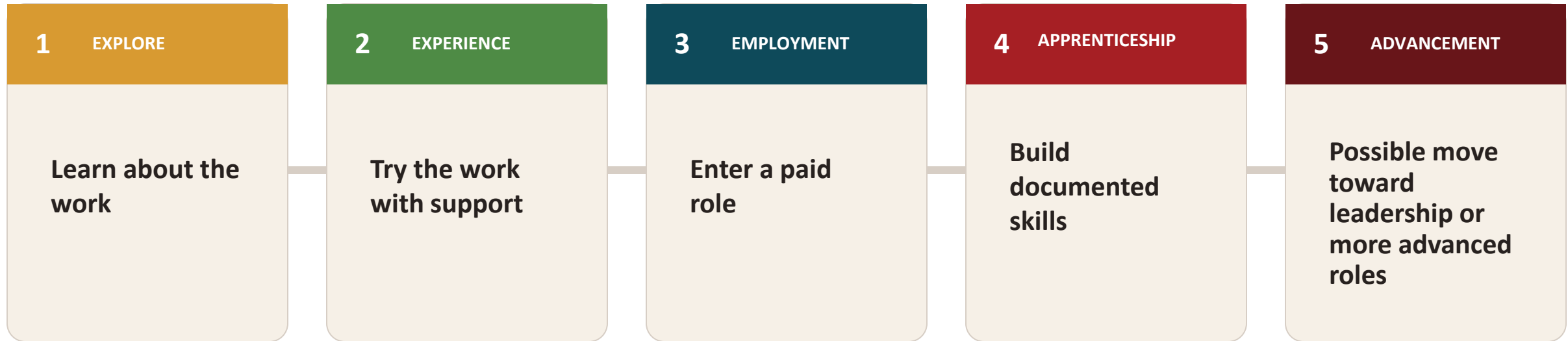
New employees need consistent, structured training at the worksite.

ADVANCEMENT

Workers need to see the career path, credential, wage steps and possible future career advancement.

A career pathway connects five stages

The programs might change by employer and occupation, but the development process stays consistent.



The pathway begins before apprenticeship and continues after the first credential.

Yes. We have programs. A lot of them.

But the program isn't the strategy. Use the tool that solves the next problem.

EXPLORE	CTE and career exploration	Students learn about occupations and workplace expectations.
EXPERIENCE	Internship or WEX	Participants gain supervised experience before making a long-term commitment.
EMPLOYMENT	OJT and supportive services	Eligible participants receive help entering and succeeding in paid employment.
APPRENTICESHIP	OJL, RTI, wages, credential	The employer organizes skill development into a Registered Apprenticeship.
CONTINUED ADVANCEMENT	College and leadership training	Workers prepare for management, technical advancement, or ownership.

The Workforce Connection helps employers build and support the pathway

Business Services, program staff, and apprenticeship staff work as one team around the employer's goal.

1

START WITH THE EMPLOYER

Clarify the occupation, hiring need, advancement goals, and training already in place.

2

BUILD THE ENTRY POINT

Connect recruitment, eligibility, WEX, OJT, and supportive services when they fit.

3

DESIGN THE APPRENTICESHIP

Align OJL, RTI, wage progression, credentials, and registration requirements.

4

KEEP PARTNERS CONNECTED

Coordinate employer, school, college, and participant follow-up as the pathway grows.

One employer conversation. One coordinated workforce response.

02

ROSATI'S PROGRAM

The Rosati's recipe

Jay shares the ingredients Rosati's built: internships, Rosati's University, management training, and ownership opportunities

Rosati's began with an employer goal

Develop people internally and make restaurant careers easier to see.

EARLY EXPOSURE

Give students a structured way to experience restaurant work.

CONSISTENT TRAINING

Use Rosati's courses and supervised practice across locations.

VISIBLE ADVANCEMENT

Show how an employee can move into management or ownership.

THE PARTNERSHIP CONNECTS THE GOALS

Work experience creates the entry point. Apprenticeship organizes Pizza Maker training. College instruction supports advancement into management.

ENTRY

Work Experience (WEX) / Internship

Join the

ROSATI'S

INTERNSHIP PROGRAM

- Choose a Program Pathway
- Work at our Corporate Storefront and Corporate Headquarters
- Each Intern will start with onsite training leading you through the aspects of running a Rosati's
- Work in one of our departments through work based learning alongside Corporate Staff

30 Hour Program | 60 Hour Program | 200 Hour Program
ACCOUNTING & FINANCE | MARKETING | OPERATIONS
CULINARY | SOCIAL MEDIA COORDINATOR

Introducing Daniel, our first Internship Program graduate (2024)



For all questions regarding the internship program, please reach out to jay@rosatis.com



ROSATI'S

INTERNSHIP PROGRAM

ACCOUNTING & FINANCE PATHWAY

(Working Remote/Rosati's HQ)
Cathy - Corporate Accountant
Sean - Head of Corporate Operations
Jay - Head of Career Development

- Review COST OF SALE Reports and Essential Operational Data
- Review PROFIT & LOSS Reports
- Discuss Components of a Rosati's Balance Sheet
- Overview of Basic Functions in QuickBooks
- Financial Analysis Review
- Bank Reconciliation
- Overview of Tax Payment Process
- Learn how Rosati's Completes Payroll
- Learn how to Pay a Bill in Quickbooks



For information regarding the Rosati's internship program, please contact jay@rosatis.com



ROSATI'S

INTERNSHIP PROGRAM

SOCIAL MEDIA COORDINATOR (CONTENT CREATION)

(Working Remote/Rosati's HQ)
Jay Rosati - Head of Career Development

- Create Content for Rosati's and our Alternate Brands
- Create Media for Seasonal events
- Learn how to effectively communicate with target audience
- Learn how to Source Leads for Collaboration Posts
- Work in Adobe Products (Photoshop, Premiere, Lightroom, Audition)
- Learn how to Create Effective Copy
- Navigate file paths and storage space in Marketing Folder
- Learn how to track a Social Media Campaign
- Track Data and Create Weekly Reports



For information regarding the Rosati's internship program, please contact jay@rosatis.com



ROSATI'S

INTERNSHIP PROGRAM

CULINARY PATHWAY

(Train Onsite)
Local Management
Jay Rosati - Head of Career Development

- Learn how to prepare Rosati's Dough
- Learn how to prepare Rosati's Sauce
- Learn how to prepare Rosati's Cheese
- Advanced Pizza Line Training
- Advanced Kitchen Line Training
- Point of Sale 101
- Customer Service 101
- Restaurant Ownership Overview



For information regarding the Rosati's internship program, please contact jay@rosatis.com



ROSATI'S

INTERNSHIP PROGRAM

MARKETING PATHWAY

(Working Remote/Rosati's HQ)
Spencer - Corporate Graphic Design Artist
Jay - Head of Career Development

- Work on EDDM Marketing Materials
- See Media Campaigns Past and Present
- Learn from Senior Leadership through Ongoing Projects at Rosati's
- Learn about how Rosati's Team works with our Partners
- Learn about working with PR and Media Teams
- Communicating with Our Team to get Marketing Materials to our Locations
- Navigate file paths and storage space in the Marketing Folder
- Ensuring Location Materials are up to date
- Coordinating with other Departments to get Projects Completed



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ROSATI'S

INTERNSHIP PROGRAM

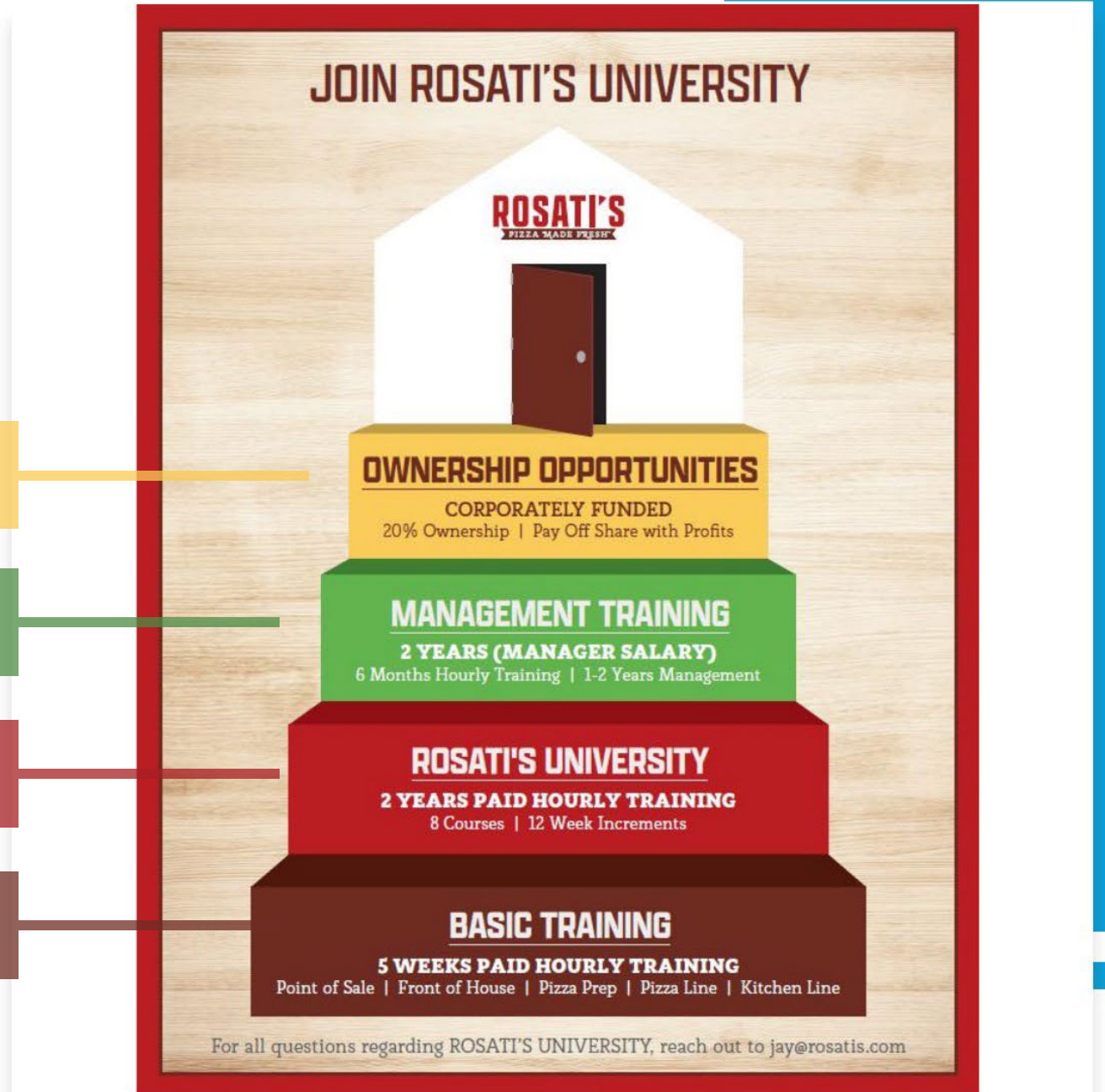
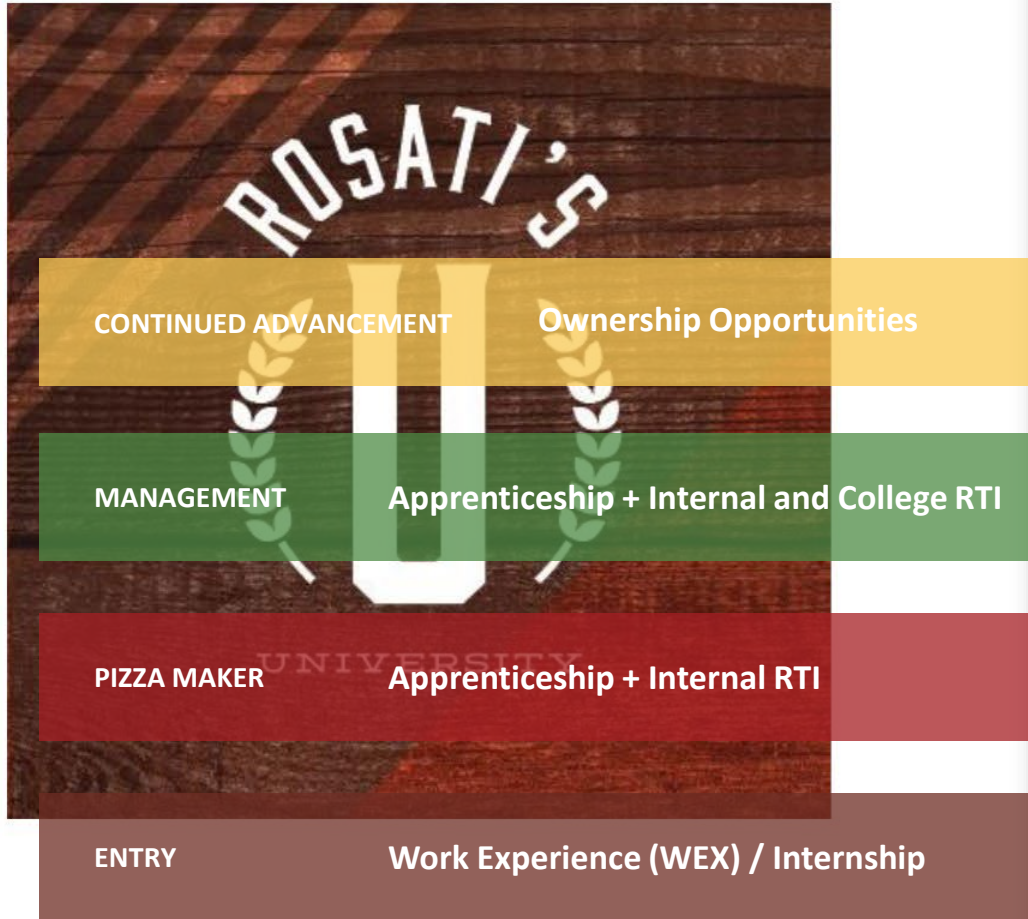
OPERATIONS PATHWAY

(Working Remote/Rosati's HQ)
Sean - Head of Corporate Operations
Riten - Head of Franchise Operations
Jay - Head of Career Development

- Complete Store Inspection Process
- Navigate files/storage in Operations Folder
- Review Cost of Sale Reports and Essential Operational Data
- Learn how to Send Effective Communication
- Learn from Senior Leadership through Ongoing Projects at Rosati's
- Visit Locations Attending to Needs of Our Operators
- Learn about Operational Practices that Ensure Quality Control
- Work with local corporate and franchise operators to implement plans to improve sales



For information regarding the Rosati's internship program, please contact jay@rosatis.com



JOIN ROSATI'S UNIVERSITY

ROSATI'S
PIZZA MADE FRESH

OWNERSHIP OPPORTUNITIES

CORPORATELY FUNDED
20% Ownership | Pay Off Share with Profits

MANAGEMENT TRAINING

2 YEARS (MANAGER SALARY)
6 Months Hourly Training | 1-2 Years Management

ROSATI'S UNIVERSITY

2 YEARS PAID HOURLY TRAINING
8 Courses | 12 Week Increments

BASIC TRAINING

5 WEEKS PAID HOURLY TRAINING
Point of Sale | Front of House | Pizza Prep | Pizza Line | Kitchen Line

For all questions regarding ROSATI'S UNIVERSITY, reach out to jay@rosatis.com

ROSATI'S UNIVERSITY

2 YEARS PAID HOURLY TRAINING

8 Courses | 12 Week Increments

Jay Rosati
ROSATI'S

Training

To Do Completed

Rosati's Training Module : Front of House
4 of 16 Complete

Rosati's Training Module: Pizza Preparation
1 of 12 Complete

Rosati's Training Module: Pizza Line

Recipe Training - Pizzas

THIN CRUST
SAUCE & MUSHROOMS

Rosati's University 2 Year Program

Week	Course	Trained	Mastered
2026 Feb 1 – Mar 14	Pizza Making		
Mar 15 – Apr 25	Pizza Rolling		
Apr 26 – Jun 6	Pizza Oven Assistant		
Jun 7 – Jul 18	Pizza Oven Rush		
Jul 19 – Aug 29	Pizza Prep		
Aug 30 – Oct 10	Kitchen Prep Line Items		
Oct 11 – Nov 21	Kitchen Prep Sauces & Ingredients		
Nov 22 – Jan 2	Kitchen Line Fryer/Sandwiches/Salads		
2027 Jan 3 – Feb 13	Kitchen Line Pastas/Entrees		

Pizza Maker apprenticeship: Rosati's University courses are used to support the related training instruction (RTI)

MANAGEMENT TRAINING

2 YEARS (MANAGER SALARY)

6 Months Hourly Training | 1-2 Years Management

COS REPORT			
LOCATION: ROMEOVILLE		WEEK ENDING DATE: 1/4/25	
	INVOICE AMOUNT	INVOICE DATE	INVOICE NUMBER
GRECO	\$ 2,910.62	12/29/26	5840279
GRECO	\$ 3,558.66	12/30/26	5841914
GRECO	\$ 297.28	12/31/26	5843651
GRECO	\$ 119.70	12/31/26	5843900
GRECO	\$ 237.68	12/31/26	5843902
GRECO	\$ 612.42	1/2/26	5845773
GRECO	\$ 223.22	1/2/26	5845816
GRECO	\$ 18.33	1/2/26	5846016
GRECO	\$ 131.90	1/2/26	5846293
GRECO	\$ 3,324.49	1/3/26	5848454
TURANO	\$ 26.32	12/29/26	185029233
TURANO	\$ 32.15	1/2/26	185029296
TURANO	\$ 26.32	1/3/26	185029329
STORE FOOD PAYIN-OUT	\$ 7.00	(Foodtec: Found in Reports>Weekly Reports>Weekly Summary>All Reports>Payin Out Detail)	
TOTAL COS PURCHASES	\$ 11,526.09		
Crew Labor	\$ 5,260.08	(Foodtec: Found in Reports>Weekly Reports>Weekly Control>Roles)	
Mng. Labor	\$ 3,341.08	(Foodtec: Found in Reports>Weekly Reports>Weekly Control>Roles)	
Net Sales	\$ 40,566.91	(Foodtec: Found in Reports>Weekly Reports>Weekly Control)	
COS %			
Crew Labor %			
Mng. Labor %			
Total Labor %			
% Total			

ROSATI'S
RESTAURANT OF ITALIAN CUISINE

ROSATI'S INSPECTION

ROSATI'S
RESTAURANT OF ITALIAN CUISINE

Location: Hanover Park Date: 11/3/25		Store Phone:		Personal Phone:		
Manager on Duty: Franco		Store Email:		Personal Email:		
Task				Yes or No	Value	Notes
Operations						
1	Exterior property clean and free of debris		Yes	1		
2	Exterior signage operational and turned on		Yes	1	Retail Center not allowed A fra	
3	Countertop is clean, clear of clutter and ready for business		Yes	1		
4			Yes	1		

Rosati's Module Training: Manager Basics

Not Started

Assigned: 3/10/25

- FoodTec Training - Inventory Course
- FoodTec Training - Management Course
- Point of Sale 101 Course
- Ethics for Managers Course
- The Importance of Professionalism Course
- Great Guest Experience for Managers Course
- Family-Friendly Service Course
- Customer Service for Managers Course
- Cash Handling for Managers / Manejo de dinero en efectivo para gerentes Course
- Team Building for Managers Course

Management apprenticeship: Rosati's training plus related instruction from a local community college

OWNERSHIP OPPORTUNITIES

CORPORATELY FUNDED

20% Ownership | Pay Off Share with Profits



Continued Advancement : Ownership Opportunites

Ownership opportunities

An advanced career step after management



20% Owner of Location
Awarded upon Graduation



Investors within Rosati's
Award money required
Assist with the store buildout
Assist in Grand Opening



Instead of 20% earning profits, the money goes to pay off your share of the investment (20%)

For qualified graduates, the career pathway can continue from management into restaurant ownership.

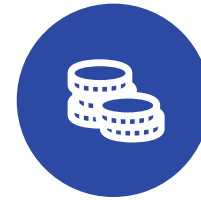
Investment Example



\$500,000 to open
new Rosati's



5 Investors with
equal shares of
\$100,000 each



4 Investors pay
\$125,000 to cover
YOUR \$100,000



As the store
generates profits, it
will reduce the
investment



Once the store has
generated \$100,000
of profits you OWN
20%



Equity of 20%
means you can do
what you want

How to create a local partnership from your business to your local school and local providers



Career Fairs



Career and Counseling
departments



Advisory Meetings



Participation with local
school (mock
interviews, incubator,
classroom speaker)



Research providers of
internships or apprenticeships



Look into government
programs

Programs Success

WHY IT MATTERS

Rosati's has participation, school relationships, and program growth to build into an apprenticeship pathway.

Rosati's University:
18 Students Admitted
8 Current Since Fall
2023

Rosati's Internship
Program:
100+ Students Hosted
Since Spring 2024

Programs offered in over
100+ High Schools

5 Community Colleges

Attended 40+ Events in
2025-26

3 New Districts - 13
Schools

Added to Internship
Program in 2026

How workforce programs support the Rosati's pathway

The partners show how employer needs, available training, and workforce resources form a connected pathway

The whole pipeline: from first experience to ownership

Each stage creates a clear next step toward employment, apprenticeship, leadership, and ownership.

1

CAREER EXPLORATION

Schools introduce restaurant careers.

2

INTERNSHIP OR WEX

Students complete supervised restaurant rotations.

3

EMPLOYMENT AND POSSIBLE OJT

Rosati's hires candidates who are ready to continue.

4

PIZZA MAKER APPRENTICESHIP

Paid OJL connects with Rosati's University courses.

5

MANAGEMENT APPRENTICESHIP

Leadership training connects with college or university courses.

6

OWNERSHIP OPPORTUNITIES

Qualified graduates can progress from management into restaurant ownership.

Rosati's training supports two apprenticeship pathways

Both pathways use the same Registered Apprenticeship structure while the training and RTI fit each occupation.

PIZZA MAKER APPRENTICESHIP

ROSATI'S FOUNDATION

Paid Pizza Maker work + Rosati's University courses

APPRENTICESHIP STRUCTURE

Documented OJL
Internal RTI
Progressive wages
Recognized credential

MANAGEMENT APPRENTICESHIP

ROSATI'S FOUNDATION

Paid leadership experience + management training + college courses

APPRENTICESHIP STRUCTURE

Documented OJL
College or university RTI
Progressive wages
Recognized credential

ENTRY POINT: The internship or WEX connects career exploration to employment and continued training.

Each partner owns a defined part of the pathway

Clear ownership keeps employer training with the employer and prevents participants from navigating the system alone.

ROSATI'S

- Employs and supervises
- Provides OJL and internal RTI
- Evaluates workplace competency
- Applies wage progression

THE WORKFORCE CONNECTION

- Coordinates workforce services
- Helps to develop apprenticeship structure
- Determines funding eligibility
- Supports referrals and documentation

SCHOOLS AND COLLEGES

- Prepare and refer students
- Coordinate CTE and work-based learning
- Provide college-level RTI
- Support academic progress

PARTICIPANT: gains paid experience, documented skills, and a visible next step

Rosati's is one example. The development process can travel.

- 1 Begin with the employer's goals
- 2 Connect early experience to employment
- 3 Organize workplace training and instruction
- 4 Build a visible next step

Questions and discussion



A RECIPE FOR OPPORTUNITY

**Don't build a program.
Build the next step.**

Rosati's is one example. What could this look like in your industry?

