



## VISIONARYCHEFS.COM: EMPLOYERS

TRANSFORMING THE CAREERS OF JUNIOR CHEFS

### Struggling to recruit for your kitchen?

Visionary Chefs was established to assist students transitioning from college or university into full-time roles, providing them with clear insights into the working conditions they can expect in the industry.

With unregulated working conditions across the UK hospitality sector, attracting and retaining skilled chefs is becoming increasingly challenging. Moreover, the mental well-being of junior chefs is suffering due to these conditions.

In response, the **Visionary Chefs Charter** was created to recognise employers who implement robust safeguards for junior staff and to inspire others to adopt best practices. For just **£150 per year**, employers can subscribe to the Charter and gain access to a national database of junior chefs seeking opportunities. Subscribers are also authorised to use the Visionary Chefs branding in their digital media and recruitment efforts.

Colleges and universities are already introducing the Visionary Chefs Charter to their students, and our online employer database is set to launch in March 2025. By connecting employers with students nationwide, Visionary Chefs eliminates the dependency on local colleges for full-time recruitment. Additionally, our new Scholarship program—funded by subscribing employers and a series of gala dinners hosted by forward-thinking colleges—will help relocate students to Visionary Chefs-accredited workplaces across the UK.

### What's Required.

- Employers: Subscribe to the Visionary Chefs Charter at **£150 per year** or consider how your operation might adapt to these best practices.
- Training: We offer half-day and full-day training sessions that integrate you immediately into our best practice framework.

Join us in creating a safer, more sustainable future for the culinary industry—benefitting both your business, the next generation of chefs and your business goals.



## Targeted Outcomes

Visionary Chefs depends on the ongoing support and influence of four key pillars

### Colleges / Universities

#### Before

We hope everything we've done for our students will be reciprocated by industry, for every student.

#### After

We're happy that our students are working with Visionary Chef accredited workplaces.

### Students

#### Before

I hope my new employer is going to respect me as an individual and provide a fair working environment

#### After

I've been employed by a Visionary Chef accredited employer. It's a great place to work and the future looks good.

### Employers

#### Before

There's no mechanism to attract junior chefs to our business despite a supportive team structure and processes in place.

#### After

We subscribed to the Visionary Chef Charter and we're communicating with a good selection of junior chefs.

### The Dining Public

#### Before

I hope this meal wasn't produced alongside the bullying and humiliation often portrayed on TV.

#### After

Wow. If these guys can cook like this and achieve accolades, AND the chefs are treated properly... that's fantastic!

[visionarychefs.com](http://visionarychefs.com)