

# WELCOME TO OUR SECOND 3 KITCHENS NEWSLETTER SUMMER 2024



## 3 Kitchens

Volunteer • Seek Employment • Become an Entrepreneur



## Welcome to our project

**Welcome to our second newsletter.** We have been busy. **3 Kitchens** is a European initiative that will support migrant and refugee women to build confidence, skills, and opportunities through three connected pathways: **volunteering, employment, and entrepreneurship.**

Rooted in culinary heritage and community connection, the project will strengthen social inclusion and economic participation, while also equipping adult educators with new approaches and resources to better reach, teach, and support migrant women across Europe..

## WHAT'S INSIDE...

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**02 Spotlight on the Steps to Employment Kitchen.** Helping women move from confidence to career.

**03 Success Story, from volunteer to business owner. Meet Funké Egberongbe**

[www.3kitchens.eu](http://www.3kitchens.eu)



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# Partners meet in Krokoms, Sweden



Our Summer 2024 partner meeting took us north to **Krokoms, Sweden**, and a lovely welcome from **Krokoms Kommun**. Based in Wången in Alsen, our partners shared a house, shared meals, and shared ambition. The setting was peaceful, surrounded by snowy open landscapes, the perfect environment for deep conversation, planning, and reflection.

Throughout the meeting, we spent time working through key elements of the **Steps to Employment Kitchen**, focusing on how to design a training programme that feels practical, supportive, and achievable for migrant and refugee women. Together we explored the Diversity Canvas, mapped out what a tailor-made employability programme should look like, and discussed how job-search support, mentoring, and networking can open real opportunities. We talked about creating safe spaces for learning, preparing women for workplace expectations, and connecting them with employers who value inclusion.

We also met women living in the region who generously shared their own stories about learning Swedish, navigating unfamiliar systems, and building new futures through employment and training.

Across sessions, we aligned on next steps, shared challenges and solutions, and strengthened the relationships that make this partnership special. Surrounded by lakes, forests, and warm Swedish hospitality, we left Krokoms encouraged, united, and ready for the next phase of the project.

One of the most memorable moments of the meeting was our **multicultural buffet at the house**, cooked by **Manahil and Titi**, who also shared their journeys with the group. We were joined by **Maria Fälldin**, Chairperson of Krokoms Kommun, who welcomed the partnership and shared valuable insight into the municipality's work with integration, training, and community development. Her contribution added an important local perspective and reinforced the strong foundation for the Employment Kitchen pathway.

Partners reflected on their inspiring stories emerging across the project, especially **Titi's** story, shared recently on our website. <https://3kitchens.eu/titi-from-volunteer-to-employment/>. Her story helps us stay grounded in the lived experiences of the women we aim to support.





# Spotlight on Steps to Employment Kitchen

The **Steps to Employment Kitchen** supports migrant and refugee women who want to move towards employment, especially in food-related settings, hospitality, catering, and community kitchens. This pathway supports women to strengthen practical kitchen and food-sector skills while learning the workplace language and communication needed in their new country.

It helps them understand local labour-market expectations, prepare CVs and simple job profiles, and receive encouragement and mentoring. Through this pathway, women build confidence to take the next step, connect with employers who value inclusion and diversity, and gain short, supported experiences that make the labour market feel less intimidating and more achievable.

## What the Steps to Employment Kitchen will provide:

### Practical Skills Training

Workshops and hands-on learning covering kitchen basics, food safety, teamwork, and culinary techniques. The training is organised into three clusters, **Food Industry Technical Skills**, **Self-Improvement Skills**, and **Work Skills**, providing a complete pathway that builds women's technical ability, personal confidence, and workplace readiness.

These modules, in our 4 languages, are designed for **direct learners**, but also as practical tools that **adult educators, community-based training kitchens, and employment-support organisations** can use to deliver structured, inclusive training in their own settings.

## Steps to Employment Training Program



**3 Kitchens**  
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### 01 FOOD INDUSTRY TECHNICAL SKILLS

#### Module 1

##### Introduction to Hygiene and Safety

- Various Health Hazards
- Causes of food poisoning
- Practical tips/routines
- Basic prerequisites in food hygiene
- HACCP
- Questions for self-reflection

#### Module 2

##### Culinary Skills to Succeed

- Introduction to Culinary Skills
- **DAY 1** - Basic hygiene, safety, maintenance & organization in the kitchen
- **DAY 2** - Preparation terms & techniques, Utensils and equipment
- **DAY 3** - Kitchen management, nutrition and creativity
- **DAY 4** - Let's get technical! Basic pastry-making techniques

#### Module 3

##### Eco Responsibility

- The Importance of Eco-Responsibility
- in the Culinary Industry
- A Better Understanding of Waste Reduction
- Exploring Energy Efficiency
- Fun activities



### 02 SELF IMPROVEMENT SKILLS

#### Module 1

##### Introductory Digital Skills for the Workplace

- Computer Components
- Computer Basics
- Desktop
- World Wide Web
- Email

#### Module 2

##### Personal Balance, Health & Self Leadership

- Health - Eating Habits
- Health - Physical Exercise
- Health - Sleep
- Health - Alcohol
- Stress and Traumatic Events
- How can I Improve my Mental Health?
- Self-Leadership & Empowerment

#### Module 3

##### Mentorship

- Benefits of Mentorship for Women in the Culinary Industry
- How to Find a Mentor
- Three Kitchen Mentorship Program

#### Module 4

##### Public Speaking Skills

- Essential Public Speaking Skills
- A Few Strategies to Help You
- Useful Videos

#### Module 5

##### Overcoming Sexism

- Understanding sexism in the kitchen
- Your rights to face sexism in the workplace
- Support networks



### 03 WORK SKILLS

#### Module 1

##### Job Opportunities

- Overview of the Food Industry
- Identifying Job Opportunities
- Overcoming Barriers to Employment
- The Importance of Workplace Culture
- Adapting to Different Work Environments
- Conclusion

#### Module 2

##### CV Writing

- What is a CV and Why I Need One
- Tips on a Great CV
- References and Referees

#### Module 3

##### Job Search Skills

- Job Search Today
- Traditional Methods
- Today's Methods
- Tips on Job Searching
- Exercises

#### Module 4

##### Interview Techniques

- Preparation and Punctuality
- 5 Tips for Non-Verbal Communication during Job Interviews
- 5 Tips for Verbal Communication during Job Interviews
- Sample Interview Questions
- Exercise: Knowledge Test

# Spotlight on Steps to Employment Kitchen

## What the Steps to Employment Kitchen is providing:

### Mentoring and Support

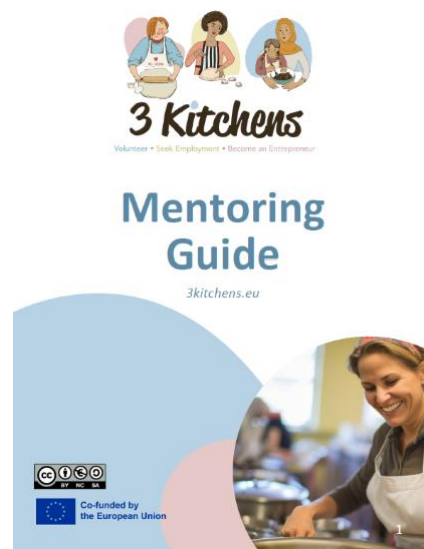
A training course will bring you so far, but it is the support of real people that helps you take the next step with confidence.

Mentoring fills the gap between knowledge and action. It was important to us that our participant migrant and refugee women were matched with a trusted guide (other women, employers, chefs, and community partners who understand the challenges newcomers face), someone who listens, understands their journey, and walks beside them as they explore new opportunities.

While the project mentors 50 women, we were keen for the impact to go further, so we prepared a Mentoring Guide to help other organisations to implement a 3 Kitchens mentoring programme.

Mentoring has taken many shapes in many places, from Equip & Match and Rusta & Matcha sessions, Red Cross meeting places, outdoor cooking events, and shared kitchen days, to study visits with restaurants, hostels, bakeries, and community cafés. Women have met employers at Företagarfrukost in Krokum, explored volunteer and employment markets, visited hubs like The Food Hub in Drumshanbo and BIA Innovator Campus in Ireland, joined peer roundtables, taken part in farmers' market field visits, and connected with restaurant owners and food entrepreneurs in Östersund, Leitrim, and many other locations.

Every interaction has contributed to building confidence, broadening networks, and helping women see new possibilities for themselves. The Mentoring Guide brings all of this learning together so that educators, community organisations, and employers can continue delivering meaningful mentoring long after the project ends.



## Workplace Experience

Next up is short tasters, job-shadowing days, and structured opportunities that allow women to feel the environment before applying for jobs. We are currently recruiting for hosts organisations and women. More information:

<https://3kitchens.eu/how-to-benefit/wp3-steps-to-employment-kitchen/>

# SPOTLIGHT ON WOMEN THAT INSPIRE US

In this edition, we are delighted to introduce **Success Stories**, a new feature on our website [Success Stories - 3 Kitchens](#) that celebrates women who are moving forward through the 3 Kitchens pathways. Each story shows the real impact of volunteering, employment, and entrepreneurship. Women who once felt unsure or isolated are now developing skills, gaining confidence, and discovering their own strengths. Some have taken their first steps into community life through volunteering. Others have moved into training or employment. Some are exploring small business ideas rooted in their culinary heritage. Every journey is unique. By sharing these stories, we hope to inspire other women, families, educators, hosts, and employers across our partner countries. Success grows when people support each other, and these stories remind us of the power of community and the importance of creating welcoming spaces where women can thrive.

## From Volunteer to Business Owner



**Funké Egberongbe**  
Nigerian food business owner  
now living in Ireland

**Business Name**  
Zeebahs Food

**Country**  
Ireland

**Find out more**  
[www.zeebahsfoods.ie](http://www.zeebahsfoods.ie)



## My Story

I arrived in Ireland 20 years ago as an asylum seeker. Pregnant and alone, the early days were hard, moving between various refugee accommodations. It was during this challenging time I discovered my passion for cooking, as a volunteer, I started preparing meals to improve the quality of food available in the refugee centres. I spent seven years in the asylum process before my family could join me in Ireland. During these years, I honed my cooking skills but also pursued education when the opportunity arose. Upon receiving my residency, I attended the College of Further Education in Sligo, and later St. Angela's College, where I earned a degree in food science.

## Motivation

It was always my dream to start a business, but I was scared. At first, getting a job seemed an easier route. But I was encouraged by my family to chase my dream I took every opportunity to develop my skills through training courses and education. After I completed a Bachelors Degree in Food Science and Business, I did some Start Your Own Business courses.

*Originally from Nigeria, the food I cook is from my home, my culture and community so people can trust they are getting an authentic product.*

*I grew a business step by step .At first, catering at home for friends, then developing a range of sauces and now opening a restaurant. Currently, I employ 7 people as well as myself and my husband.*





# SPOTLIGHT ON WOMEN THAT INSPIRE US



## Challenges

**No Business Background:** I didn't have a business background in Nigeria, so I first did a 6-week start your own business course with the Local Enterprise Office (LEO) while working part-time.

**Finding a Premises:** We had some savings, and I thought funding the restaurant would be the biggest challenge, but actually finding a premises proved to be the biggest challenge. The business had grown too big to be able to continue to operate from home.

It took two years and I thought we would never find it so in that time I joined the Supervalu Food Academy and developed the bottled sauce business including the popular Jollof rice sauce, available in local supermarkets and Afro Caribbean stores, before finding the premises for the restaurant.

## What learning can you share?



**The power of education.** My degree gave me credibility. The LEO supported me in the early days with courses, and taught me how to prepare a business plan, then supported me with mentorship sessions to help me prepare to seek funding.

**Ask for help.** Sligo LEADER gave me support to fund an accountant who helped me prepare the application to the bank for funding. The bank was a huge surprise, I prepared the application, not expecting a positive response, but within an hour and a half, my application was fully approved. Also, I got huge support to study for my degree and a job at the college afterwards, which provided an income I could save to put toward my business.

**Use the power of social media.** The COVID-19 lockdown was a turning point for me. With more time at home, I began cooking extensively, sharing culinary creations on Instagram, and building my profile <https://www.instagram.com/funkeskitchen/>. My online presence quickly grew, leading to the opening of Funké Afro Caribbean Restaurant in October 2023. My restaurant offers a variety of African and Caribbean dishes tailored to local tastes and has become a much-loved spot in Sligo Town.

## What are your Future Plans?

To really make the restaurant successful, expand the sauce business and I am thinking of starting a consultancy business to support people like me, people new to Ireland, who want to open a business but need to understand how that works in Ireland.



Listen to Funké share her story [Funké Egberongbe](#)  
Interview for 3Kitchens | The Momentum Podcast

Follow Funké's Journey Visit her [website](#)



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