



Executive Summary

Blooming Hands is a Seattle-based intergenerational nonprofit designed to solve two connected problems: young people struggling to gain experience in a shrinking entry-level job market, and older adults with skills, ideas, and entrepreneurial drive but limited financial support. As teen employment has declined and automation has replaced many first jobs, many students are left without practical experience. At the same time, many older American adults face retirement insecurity and lack access to the resources needed to sustain or grow small businesses. Blooming Hands bridges that gap by bringing these groups together in a model built around learning, support, and community impact.

The solution is simple but powerful. Blooming Hands pairs young adults ages 17–22 with older entrepreneurs at farmers' markets, where students gain hands-on experience in finance, marketing, operations, and real-world business support. Through workshops and school partnerships, participants learn practical business skills first, then apply them directly alongside vendors in live market settings. In return, older entrepreneurs receive micro-grants, digital tools, payment support, and marketing assistance to help their businesses grow and remain sustainable. This creates a cycle where youth develop career-ready experience while entrepreneurs gain the help they need to thrive.

Blooming Hands is positioned at the intersection of three growing sectors: youth workforce development, senior entrepreneurship, and local retail markets. The organization's launch strategy begins in Seattle, where there are thriving farmers' markets and strong opportunities for partnerships with schools, colleges, and vendors. The model is designed to be low-cost and scalable because it builds on existing community infrastructure rather than creating new systems from scratch.

Financially, Blooming Hands is built to become sustainable through earned revenue and diversified funding. The startup plan begins with \$25,000 in founder donations, followed by grant funding from sources aligned with farmers' markets, workforce development, and microenterprise support. We are relying on grant funding. We are aware of its uncertainty, so we are developing alternative sources, such as subscription workshops for capital. Blooming Hands will roll out in three phases. The first six months focus on legal formation, partnership building, fundraising, and app development. Months 7–12 launch the first workshop cohorts and student volunteer placements at farmers' markets. Year 2 and beyond expand the grant program and grow the network of schools, vendors, and community partners. Success will be measured through student completion rates, volunteer hours, vendor partnerships, app usage, workshop revenue, and grants awarded, with transparent reporting to the board and public.

Blooming Hands is ultimately about turning intergenerational need into intergenerational opportunity. Connecting experience with energy, it helps young people build skills and confidence while helping older entrepreneurs preserve dignity, income, and purpose.