



ROASTERY BARISTA TRAINING PLAN

Name: _____

Overview

Welcome to Starbucks Roastery and Reserve! This training plan will serve as your guide to help you learn about your new role. Your manager, trainers and team will help you along the way. Below is an overview of the different “blocks” of training you will experience. The following pages contain the details of each block. Your manager will explain the order of your training plan. Enjoy the journey. We are glad you joined our team!

First Sip with Manager

1.5 hours

Pre-requisite

☐ First Sip Discussion

Compliance Training

1.5 hours

Pre-requisite

☐ Safety at Your Store

☐ Illness Policy

☐ Additional Compliance Training

Your Role

1.5 hours

1

Date/Time: _____

Trainer: _____

Passion for Service

7 hours

2

Date/Time: _____

Trainer: _____

Coffee Curiosity

4 hours

3

Date/Time: _____

Trainer: _____

Barista Craft

12 hours

4

Date/Time: _____

Trainer: _____

Operational Excellence

1 hour

5

Date/Time: _____

Trainer: _____

Lifestyle

.75 hours

6

Date/Time: _____

Trainer: _____

Additional Training

(if applicable)

☐

Date/Time: _____

Trainer: _____

Next Chapter

.5 hours

☐

Date/Time: _____

Trainer: _____

Barista: _____

Barista Trainer: _____

Store Manager: _____



ROASTERY BARISTA TRAINING PLAN

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Additional Modules

For any store specific training, fill out the blocks below with title, time required to complete training, date and time and assigned trainer.

Example: Gelato

#

Time: 60 minutes

Date/Time: 8/20, 6p-7p

Trainer: Brittany

Title:

Time:

Date/Time: _____

Trainer: _____

Title:

Time:

Date/Time: _____

Trainer: _____

Title

Time:

Date/Time: _____

Trainer: _____

Title:

Time:

Date/Time: _____

Trainer: _____

Title:

Time:

Date/Time: _____

Trainer: _____



ROASTERY BARISTA TRAINING PLAN

Name: _____

Trainer: _____

Day/Time/Shift: _____

Your Role

Barista hrs. – 1.5

Barista Trainer hrs. – .75

NOTES

Modules

Barista

.75 hrs.

- Your Role
 - Heart of Coffee
 - Our Mission & Values
 - Roasteries
 - Partner Purpose and Partner DNA
 - Store Roles
 - The Big Picture

Activities

*Barista and
trainer*

- Partner Purpose and Your Roastery – .75 hrs.



ROASTERY BARISTA TRAINING PLAN

Name: _____

Trainer: _____

Day/Time/Shift: _____

Passion for Service

Barista hrs. – 7

Barista Trainer hrs. – 2.5

NOTES

Modules

Barista

4.5 hrs.

- Store Design and Roasting
- Service Philosophy
- Service Standards and Models
- Guiding Orders
- Role of the Server

Activities

*Barista and
Trainer*

- Passion for Service – .5 hrs.
- Consolidator and Runner – 1 hr.
- Guiding Customer Orders – 1 hr.

Practice

Barista

*Not included
in training
hours*

- ☐ Point of Sale (POS) and Customer Order Experience Workflow
- ☐ Consolidator Workflow
- ☐ Runner Workflow
- ☐ Server Workflow
- ☐ Concierge Workflow



ROASTERY BARISTA TRAINING PLAN

Name: _____

Trainer: _____

Day/Time/Shift: _____

Coffee Curiosity

Barista hrs.– 4.5

Barista Trainer hrs.– 2.75

Modules

Barista

1.75 hrs.

- Storytelling and Ethical Sourcing
- Sensory

Activities

*Barista and
Trainer*

- Four Tasting Characteristics – .75 hrs.
- Tasting and Sharing Reserve Coffees – .75 hrs.
- Food Pairing – .75 hrs.

Practice

Barista

*Not included
in training
hours*

- ☐ Coffee Pairing
- ☐ Food Workflow
- ☐ Plating

NOTES



ROASTERY BARISTA TRAINING PLAN

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Trainer: _____

Day/Time/Shift: _____

Barista Craft

Barista hrs. – 12.75

Barista Trainer hrs. – 7.25

NOTES

Modules

Barista

5.5 hrs.

- Coffee Science & Extraction
- Brew Methods
- Espresso Bar and Bar Support
- Steaming Milk and Latte Art
- Craft and Espresso Beverages
- Coffee Theater

Activities

*Barista and
Trainer*

- Coffee Press – .5 hrs.
- Pour Over – .5 hrs.
- Chemex® – .75 hrs.
- Siphon – 1 hr.
- Coffee Flight – .5 hrs.
- Black Eagle and Pulling a Perfect Shot – 1 hr.
- Steaming Milk and Latte Art – 1 hr.
- Beverage Build – 1 hr.
- Coffee theater – 1 hr.
- Brew Method Skill Checks – *not included in training hours*

Practice

Barista

*Not included
in training
hours*

- ☐ Coffee Press
- ☐ Clover Brewer
- ☐ Pour Over
- ☐ Chemex
- ☐ Siphon
- ☐ Espresso Bar Workflow
- ☐ Beverage Craft and Latte Art



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Name: _____

Trainer: _____

Day/Time/Shift: _____

Operational Excellence

Barista hrs.– 1

Barista Trainer hrs.– Practice support

Modules

- Roles and Workflows

Barista

Practice

☐ Zone Support Workflow

☐ BOH Workflow

Barista

*Not included in
training hours*

NOTES

Lifestyle

Barista hrs.– .75

Barista Trainer hrs.– Practice support

Modules

- Lifestyle

Barista



ROASTERY BARISTA TRAINING PLAN

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Trainer: _____

Day/Time/Shift: _____

Next Chapter

Barista hrs.– .5

Manager hrs.– .5

*Barista and
Manager*

- ☐ Training Plan review
- ☐ Share feedback on training experience
- ☐ What went well? Opportunities?
- ☐ What specific skills do you want to continue to develop?

NOTES