

**Program Endorsement Brief: 1306.00/Nutrition, Foods, and Culinary Arts
Sustainable Food Systems Certificate of Achievement**
Orange County Center of Excellence, June 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Emerging Occupation(s)			
Yes <input type="checkbox"/>		No <input checked="" type="checkbox"/>	

The Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to two middle-skill occupations: *chefs and head cooks* (35-1011), and *first-line supervisors of food preparation and serving workers* (35-1012). Middle-skill occupations typically require some postsecondary education, but less than a bachelor's degree.¹ This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

While the local labor market supports the training of these middle-skill culinary arts occupations, it is important to note that less than 2% of online job postings within the last year for these occupations used the term "sustainable." The postings that included references to sustainability, were related to the type of menu (i.e. sustainably-sourced fish) and not a necessary nor desired skill for employment. Therefore, the recommendation within this report is based on these culinary arts occupations as a whole, and not sustainable food system-focused occupations.

Based on the available data, there appears to be a supply gap for these middle-skill culinary arts occupations in the region. While more than one-third of current workers in the field have completed some college or an associate degree, entry-level wages are lower than the living wage in both Los Angeles and Orange counties. **Therefore, due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

Demand:

- **Supply Gap Criteria** – Over the next five years, there is projected to be **5,958 jobs available annually** in the region due to retirements and workers leaving the field,

¹ The COE classifies middle-skill jobs as the following:

- All occupations that require an educational requirement of some college, associate degree or apprenticeship;
- All occupations that require a bachelor's degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
- All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

which is more than the 1,131 awards conferred annually by educational institutions in the region.

- While there were 10,437 job postings for these culinary arts occupations, the term ***“sustainable” was mentioned in 160 job postings (2%). This term was used in job postings to describe the menu*** (i.e. sustainable, farm-to table menu, sustainably-sourced fish, etc.) ***rather than an occupational skill for employees.***
- **Living Wage Criteria** – Within Orange County, ***all of the annual job openings*** for these culinary arts occupations have ***entry-level wages below the county’s living wage*** (\$17.36/hour).²
- **Educational Criteria** – The Bureau of Labor Statistics (BLS) lists a ***high school diploma as the typical entry-level education for these culinary arts occupations.***
 - However, the national-level educational attainment data indicates ***between 38.3% and 39.9% of workers in the field have completed some college or an associate degree.***

Supply:

- There are **19 community colleges** in the LA/OC region that issue awards related to culinary arts, hospitality, and/or restaurant management, conferring an average of **1,008 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **113 awards conferred annually** in related training programs by non-community college institutions throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these middle-skill culinary arts occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 3% through 2024. However, there will be nearly 6,000 job openings per year through 2024 due to retirements and workers leaving the field.

This report includes employment projection data by Emsi which uses EDD information. Emsi’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

² Living wage data was pulled from California Family Needs Calculator on 6/7/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

Geography	2019 Jobs	2024 Jobs	2019-2024 Change	2019-2024 % Change	Annual Openings
Los Angeles	32,479	31,469	(1,011)	(3%)	4,372
Orange	11,947	11,451	(496)	(4%)	1,586
Total	44,427	42,920	(1,507)	(3%)	5,958

Wages

The labor market endorsement in this report considers the entry-level hourly wages for these middle-skill culinary arts occupations in Orange County as they relate to the county's living wage. Los Angeles County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

Orange County— All of the annual openings for these middle-skill culinary arts occupations have entry-level wages below the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$13.33 and \$15.29. Experienced workers can expect to earn wages between \$21.02 and \$32.09, which are higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$20.98 for these occupations.

Los Angeles County— All of the annual openings for these middle-skill culinary arts occupations have entry-level wages below the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$14.04 and \$14.68. Experienced workers can expect to earn wages between \$22.40 and \$33.13, which are higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$20.98 for these occupations.

Job Postings

There were 10,437 online job postings related to these culinary arts occupations listed in the past 12 months. The highest number of job postings were for shift leaders, sushi chefs, shift supervisors, team leaders, and front of house staff. The top skills were: cooking, customer service, cleaning, scheduling, and retail industry knowledge. The top three employers, by number of job postings, in the region were: Starbucks Coffee Company, Panera Bread, and Jack in the Box.

Of these 10,437 job postings, the term "sustainable" was mentioned in 160 job postings (2%). Furthermore, this term was used in the job postings to describe the menu (i.e. sustainable, farm-to-table menu, sustainably-sourced fish, etc.) rather than an occupational skill for future employees.

It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.

³ Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma as the typical entry-level education for these middle-skill culinary arts occupations. However, the national-level educational attainment data indicates between 38.3% and 39.9% of workers in the field have completed some college or an associate degree. Of the 31% of culinary arts job postings listing a minimum education requirement in Los Angeles/Orange County, 74% (2,366) requested a high school diploma, 18% (593) requested a bachelor's degree and 8% (252) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Nutrition, Foods, and Culinary Arts (1306.00), Culinary Arts (1306.30), Hospitality (1307.00), and Restaurant and Food Services and Management (1307.10). The colleges with the most completions in the region are: LA Mission, Cypress, and LA Trade-Tech. Over the past 12 months, there were nine other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
1306.00	Nutrition, Foods, and Culinary Arts	East LA	7	14	23	15
		Glendale	4	3	6	4
		LA City	-	-	1	0
		LA Mission	3	4	4	4
		Long Beach	2	8	8	6
		Mt San Antonio	10	15	15	13
		Pasadena	-	2	2	1
		Rio Hondo	-	-	1	0
		Santa Monica	5	3	5	4
		West LA	1	4	2	2
		LA Subtotal	32	53	67	51
		Cypress	-	-	2	1
		Fullerton	9	6	8	8
		Orange Coast	9	17	20	15
		Saddleback	23	26	19	23
		Santa Ana	3	3	3	3
		OC Subtotal	44	52	52	49
		Supply Subtotal/Average	76	105	119	100
1306.30	Culinary Arts	Cerritos	77	69	86	77
		Glendale	-	1	-	0
		LA Harbor	10	61	14	28

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		LA Mission	158	146	151	152
		LA Trade-Tech	139	144	80	121
		Long Beach	35	48	44	42
		Mt San Antonio	13	16	15	15
		LA Subtotal	432	485	390	436
		Cypress	97	99	61	86
		Orange Coast	97	76	82	85
		Saddleback	26	32	23	27
		Santiago Canyon	4	89	55	49
		OC Subtotal	224	296	221	247
Supply Subtotal/Average			656	781	611	683
1307.00	Hospitality	Glendale	23	27	11	20
		Mt San Antonio	28	31	35	31
		Pasadena	9	11	10	10
		Rio Hondo	-	-	2	1
		West LA	13	36	29	26
		LA Subtotal	73	105	87	88
		Cypress	5	2	32	13
		Orange Coast	8	4	6	6
		OC Subtotal	13	6	38	19
Supply Subtotal/Average			86	111	125	107
1307.10	Restaurant and Food Services and Management	Cerritos	2	5	6	4
		LA Mission	34	26	40	33
		LA Trade-Tech	8	12	11	10
		Mt San Antonio	19	13	8	13
		LA Subtotal	63	56	65	61
		Cypress	63	59	41	54
		Orange Coast	5	2	-	2
		OC Subtotal	68	61	41	57
Supply Subtotal/Average			131	117	106	118
Supply Total/Average			949	1,114	961	1,008

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for culinary arts occupations. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional

Programs (CIP) Codes: Culinary Arts/Chef Training (12.0503), Restaurant, Culinary, and Catering Management/Manager (12.0504), Food Preparation/Professional Cooking/Kitchen Assistant (12.0505), Foods, Nutrition, and Wellness Studies, General (19.0501), and Restaurant/Food Services Management (52.0905). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of 113 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
12.0503	Culinary Arts/Chef Training	Hacienda La Puente Adult Education	23	19	6	16
		Institute of Culinary Education	-	-	86	29
12.0504	Restaurant, Culinary, and Catering Management/Manager	Institute of Culinary Education	-	-	21	7
12.0505	Food Preparation/Professional Cooking/Kitchen Assistant	Baldwin Park Adult & Community Education	25	21	25	24
19.0501	Foods, Nutrition, and Wellness Studies, General	Brandman University	8	1	3	4
52.0905	Restaurant/Food Services Management	University of Southern California	34	32	34	33
Supply Total/Average			90	73	175	113

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Chefs and Head Cooks (35-1011)	2,616	2,368	(249)	(10%)	285	\$15.29	\$21.94	\$32.09
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	9,331	9,084	(247)	(3%)	1,301	\$13.33	\$16.00	\$21.02
Total	11,947	11,451	(496)	(4%)	1,586			

Exhibit 5. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Chefs and Head Cooks (35-1011)	7,294	6,685	(609)	(8%)	802	\$14.68	\$22.23	\$33.13
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	25,186	24,784	(402)	(2%)	3,570	\$14.04	\$16.94	\$22.40
Total	32,479	31,469	(1,011)	(3%)	4,372			

Exhibit 6. Los Angeles and Orange Counties

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Chefs and Head Cooks (35-1011)	9,910	9,052	(858)	(9%)	1,087
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	34,517	33,868	(649)	(2%)	4,872
Total	44,427	42,920	(1,507)	(3%)	5,958

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

For more information, please contact:

Jesse Crete, Ed. D., Director
Center of Excellence, Orange County
crete_jesse@rsccl.edu
June 2021

