

**Program Endorsement Brief: 1307.00/Hospitality  
Hospitality Management Certificate**  
Orange County Center of Excellence, June 2022

**Summary Analysis**

<b>Program Endorsement:</b>	<b>Endorsed: All Criteria Met</b> <input type="checkbox"/>	<b>Endorsed: Some Criteria Met</b> <input checked="" type="checkbox"/>	<b>Not Endorsed</b> <input type="checkbox"/>
<b>Program Endorsement Criteria</b>			
<b>Supply Gap:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Living Wage: (Entry-Level, 25<sup>th</sup>)</b>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
<b>Education:</b>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
<b>Emerging Occupation(s)</b>			
	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: *food service managers* (11-9051), and *lodging managers* (11-9081). Middle-skill occupations typically require some postsecondary education, but less than a bachelor’s degree.<sup>1</sup> 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.

Based on the available data there appears to be a supply gap for these Hospitality Management occupations in the region. Furthermore, while the occupations in this report typically require a high school diploma, more than one-third of workers in the field have finished some college or an associate degree as their highest level of education. However, 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 **2,020 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 1,130 awards conferred annually** by educational institutions in the region.
- **Living Wage Criteria** –Within Orange County, **all annual job openings** for these hospitality management occupations have **entry-level wages below the county’s living wage** (\$20.63/hour).<sup>2</sup>

<sup>1</sup> 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.

<sup>2</sup> Living wage data was pulled from California Family Needs Calculator on 6/10/2022. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/family-needs-calculator/>.

- However, median wages for these occupations are higher the living wage estimate, indicating that **workers could attain the living wage with additional work experience.**
- **Educational Criteria** – Within the LA/OC region, **all annual job openings** for occupations related to hospitality management *typically require a high school diploma or equivalent.*
  - However, the national-level educational attainment data indicates **between 33.0% and 36.1% of workers in the field have completed some college or an associate degree** as their highest level of education.

**Supply:**

- There are **10 community colleges** in the LA/OC region that issue awards related to hospitality management, conferring an average of **654 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **476 awards conferred annually** in related training programs by non-community college institutions, all of which were generated by **five individual non-community college institutions throughout** the region.

**Occupational Demand**

Exhibit 1 shows the five-year occupational demand projections for these hospitality management occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 3% through 2025. However, there will be more than 2,000 job openings per year through 2025 due to retirements and workers leaving the field.

**Exhibit 1: Occupational demand in Los Angeles and Orange Counties<sup>3</sup>**

<b>Geography</b>	<b>2020 Jobs</b>	<b>2025 Jobs</b>	<b>2020-2025 Change</b>	<b>2020-2025 % Change</b>	<b>Annual Openings</b>
Los Angeles	13,271	12,696	(574)	(4%)	1,483
Orange	4,606	4,567	(39)	(1%)	537
<b>Total</b>	<b>17,876</b>	<b>17,263</b>	<b>(613)</b>	<b>(3%)</b>	<b>2,020</b>

**Wages**

The labor market endorsement in this report considers the entry-level hourly wages for these Hospitality Management 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 annual openings for the hospitality management occupations included in this report have entry-level wages below the living wage for one adult (\$20.63 in Orange County). Typical entry-level hourly wages are in a range between \$16.41 and \$18.75. Experienced

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

workers can expect to earn wages between \$34.37 and \$36.83, which are higher than the living wage estimate. Orange County’s average wages are below the average statewide wage of \$28.86 for these occupations.

**Los Angeles County:** All annual openings for the hospitality management occupations included in this report have entry-level wages below the living wage for one adult (\$18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between \$15.97 and \$17.58. Experienced workers can expect to earn wages between \$35.79 and \$38.14, which are higher than the living wage estimate. Los Angeles County’s average wages are below the average statewide wage of \$28.86 for these occupations.

**Job Postings**

There were 18,710 online job postings related to hospitality management listed in the past 12 months. The highest number of job postings were for general managers, assistant managers, restaurant managers, assistant general managers, and shift managers. The top skills were scheduling, restaurant management, budgeting, guest services, and cost control. The top three employers, by number of job postings, in the region were Marriott International incorporated, Raising Cane’s, and Taco Bell.

**Educational Attainment**

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *food service managers* and *lodging managers*. In the LA/OC region, all annual job openings for these occupations typically require a high school diploma or equivalent. However, the national-level educational attainment data indicates that between 33% and 36.1% of workers in the field have completed some college or an associate degree as their highest level of education. Of the 50% of Hospitality Management job postings listing a minimum education requirement in Los Angeles/Orange County, 69.1% (6,520) requested high school or vocational training, 8.5% (797) requested an associate degree, and 22.4% (2,114) requested a bachelor’s degree or higher.

**Educational Supply**

**Community College Supply**—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Hospitality (1307.00), Restaurant and Food Services and Management (1307.10) and Lodging Management (1307.20). The colleges with the most completions in the region are: Cypress, Mt. San Antonio, and LA Mission. Over the past 12 months, there were three 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
1307.00	Hospitality	Glendale	23	27	11	20
		Mt San Antonio	28	31	35	31
		Pasadena	9	11	10	10
		Rio Hondo	-	-	2	1

TOP Code	Program	College	2017-2018 Awards	2018-2019 Awards	2019-2020 Awards	3-Year Award Average
		West LA	13	36	29	26
		<b>LA Subtotal</b>	<b>73</b>	<b>105</b>	<b>87</b>	<b>88</b>
		Cypress	5	2	32	13
		Orange Coast	8	4	6	6
		<b>OC Subtotal</b>	<b>13</b>	<b>6</b>	<b>38</b>	<b>19</b>
<b>Supply Subtotal/Average</b>			<b>86</b>	<b>111</b>	<b>125</b>	<b>107</b>
1307.10	Restaurant and Food Services and Management	Cerritos	2	5	6	4
		LA Mission	34	26	40	33
		LA Trade	8	12	11	10
		Mt San Antonio	19	13	8	13
		<b>LA Subtotal</b>	<b>63</b>	<b>56</b>	<b>65</b>	<b>61</b>
		Cypress	63	59	41	54
		Orange Coast	5	2	-	2
		<b>OC Subtotal</b>	<b>68</b>	<b>61</b>	<b>41</b>	<b>57</b>
<b>Supply Subtotal/Average</b>			<b>131</b>	<b>117</b>	<b>106</b>	<b>118</b>
1307.20	Lodging Management	Cypress	38	34	61	44
		Orange Coast	9	4	3	5
		<b>OC Subtotal</b>	<b>47</b>	<b>38</b>	<b>64</b>	<b>50</b>
<b>Supply Subtotal/Average</b>			<b>47</b>	<b>38</b>	<b>64</b>	<b>50</b>
<b>Supply Total/Average</b>			<b>264</b>	<b>266</b>	<b>295</b>	<b>275</b>

**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 Hospitality Management. 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: Hospitality Administration/Management (52.0901) 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, non-community college institutions in the region conferred an average of 476 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
52.0901	Hospitality Administration/Management	California State Polytechnic University-Pomona	391	392	300	361

CIP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		California State University-Long Beach	67	71	81	73
		University of Antelope Valley	7	6	3	5
		University of Phoenix-California	-	7	2	3
<b>Supply Subtotal/Average</b>			<b>465</b>	<b>476</b>	<b>386</b>	<b>442</b>
52.0905	Restaurant/Food Services Management	University of Southern California	34	32	34	33
<b>Supply Subtotal/Average</b>			<b>34</b>	<b>32</b>	<b>34</b>	<b>33</b>
<b>Supply Total/Average</b>			<b>499</b>	<b>508</b>	<b>420</b>	<b>476</b>

**Appendix A: Occupational demand and wage data by county**

**Exhibit 4. Orange County**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Food Service Managers (11-9051)	4,207	4,276	68	2%	499	\$16.41	\$24.30	\$34.37
Lodging Managers (11-9081)	398	292	(107)	(27%)	38	\$18.75	\$23.97	\$36.83
<b>Total</b>	<b>4,606</b>	<b>4,567</b>	<b>(39)</b>	<b>(1%)</b>	<b>537</b>			

**Exhibit 5. Los Angeles County**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Food Service Managers (11-9051)	12,390	12,018	(372)	(3%)	1,397	\$15.97	\$24.21	\$35.79
Lodging Managers (11-9081)	881	678	(203)	(23%)	85	\$17.58	\$23.63	\$38.14

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
<b>Total</b>	<b>13,271</b>	<b>12,696</b>	<b>(574)</b>	<b>(4%)</b>	<b>1,483</b>			

**Exhibit 6. Los Angeles and Orange Counties**

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings
Food Service Managers (11-9051)	16,597	16,294	(304)	(2%)	1,897
Lodging Managers (11-9081)	1,279	970	(309)	(24%)	123
<b>Total</b>	<b>17,876</b>	<b>17,263</b>	<b>(613)</b>	<b>(3%)</b>	<b>2,020</b>

**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)

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June 2022

