Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met	☒	Endorsed: Some LMI Criteria Met	☐	Not LMI Endorsed	☐

Program LMI Endorsement Criteria

	Yes ☑	No ☐
Supply Gap:		

Comments: There are projected to be **3,166 annual job openings** throughout the SCV/SML subregion for *food service and management*-related occupations, which **are more than the 72 awards conferred by educational institutions in the SCV/SML subregion.**

	Yes ☑	No ☐
Living Wage: (Entry-Level, 25th):		

Comments: All five *food service and management*-related occupations included in this report have an entry-level hourly wage **above the SCV/SML living wage of $16.08.**

	Yes ☑	No ☐
Education:		

Comments: The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *Food Service Managers, Chefs and Head Cooks* and *First-Line Supervisors of Food Preparation and Serving Workers*, and no formal educational credential for *Cooks, Institution and Cafeteria* and *Food Preparation Workers*. National-level educational attainment data indicates that **between 24% and 38% have completed some college or an associate degree as their highest level of education.**

Emerging Occupations(s)

Yes ☐	No ☑

Comments: N/A

The Central Valley/Mother Lode Center of Excellence for Labor Market Research (CVML COE) prepared this report to determine whether there is a supply gap in the South Central Valley/Southern Mother Lode regional labor market related to the following occupations:

- Food Service Managers (SOC 11-9051)
- Chefs and Head Cooks (SOC 35-1011)
- First-Line Supervisors of Food Preparation and Serving Workers (SOC 35-1012)
- Cooks, Institution and Cafeteria (SOC 35-2012)
- Food Preparation Workers (SOC 35-2021)

Based on the available data, there appears to be a supply gap for *food service and management*-related occupations. In addition to many of these occupations having entry-level wages above the subregion's living wage, between 24% to 38% of workers have completed some college or an associate degree as their highest level of education. **Therefore, due to all regional labor market criteria being met, the COE endorses this proposed program.**

Exhibit 1 lists the occupational demand, supply, typical entry-level education, and educational attainment for *food service and management*-related occupations.

Exhibit 1: Labor Market Endorsement Summary

Occupation (SOC)	Demand (Annual Openings)	Supply (CC and Non-CC)	Entry-Level Hourly Earnings (25th Percentile)	Typical Entry-Level Education	Community College Educational Attainment
Food Service Managers (11-9051)	NCV/NML: 234 SCV/SML: 356		NCV/NML: $18.29 SCV/SML: $20.67	High school diploma or equivalent	36%
Chefs and Head Cooks (35-1011)	NCV/NML: 116 SCV/SML: 181		NCV/NML: $18.26 SCV/SML: $18.50	High school diploma or equivalent	38%
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	NCV/NML: 782 SCV/SML: 1,307	NCV/NML: 55 SCV/SML: 72	NCV/NML: $18.45 SCV/SML: $18.48	High school diploma or equivalent	38%
Cooks, Institution and Cafeteria (35-2012)	NCV/NML: 193 SCV/SML: 359		NCV/NML: $18.02 SCV/SML: $17.86	No formal educational credential	24%
Food Preparation Workers (35-2021)	NCV/NML: 590 SCV/SML: 963		NCV/NML: $16.35 SCV/SML: $16.21	No formal educational credential	25%
Total	**5,080**	**127**		**-**	

Demand:

- The number of jobs related to the five *food service and management*-related occupations in this report are projected to increase 8% through 2028. There will be 3,166 annual job openings in the SCV/SML subregion.
- All five *food service and management*-related occupations have an entry-level hourly wage above the living wage of $16.08 in the SCV/SML subregion.
- There were 3,204 online job postings for *food service and management*-related occupations over the past 12 months.
- The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *Food Service Managers, Chefs and Head Cooks and First-Line Supervisors of Food Preparation and Serving Workers*, and lists no formal educational credential as the typical entry-level education for *Cooks, Institution and Cafeteria* and *Food Preparation Workers.*

- National-level educational attainment data indicates that between 24% and 38% of workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- Between 2021 and 2024, there was an average of 72 awards conferred by community colleges in the SCV/SML subregion.
- Between 2020 and 2023, there were no non-community college institutions in the SCV/SML subregion that conferred awards in relevant programs.

Supply:

Demand

Occupational Projections

Exhibit 2 shows the annual percent change in jobs for the five *food service and management*-related occupations from 2018 through 2028. The SCV/SML subregion experienced the highest growth in 2021 at 14%, compared to the 2% growth across all CA occupations. The SCV/SML subregion experienced job growth from 2018 to 2024, ranging from a high of 14% in 2021 to a decline of 10% in 2020. Projections from 2025 to 2028 indicate slower and more stable growth, fluctuating between 1% and 3%.

Exhibit 2: Annual Percent Change in Jobs for Food Service and Management-Related Occupations, 2018-2028
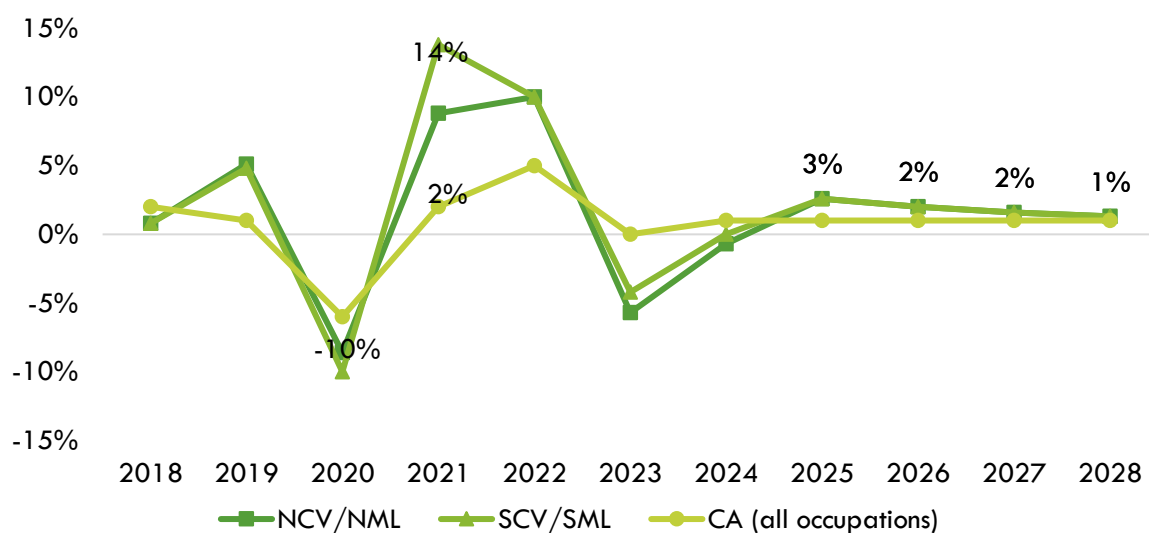

Exhibit 3 shows the five-year occupational demand projections for the five *food service and management*-related occupations. In the SCV/SML subregion, the number of jobs for *food service and management*-related occupations are projected to increase by 8% through 2028. There are projected to be 3,166 jobs available annually in the SCV/SML subregion.

Exhibit 3: Occupational Demand in NCV/NML, SCV/SML, and CVML[1]

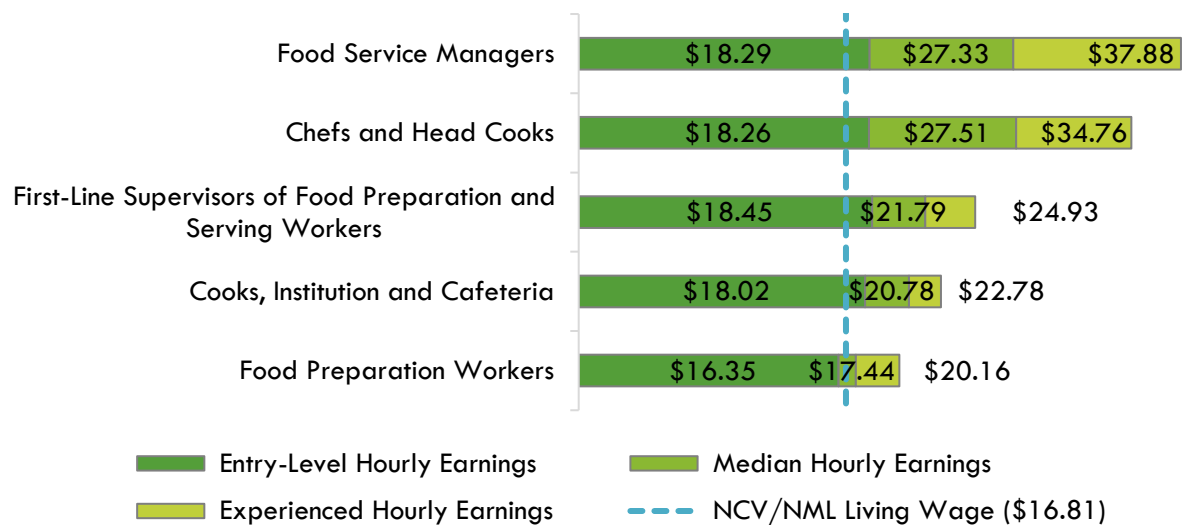| Geography	2023 Jobs	2028 Jobs	2023-2028 Change	2023-2028 % Change	Annual Openings
NCV/NML	11,257	12,039	782	7%	1,914
SCV/SML	18,466	19,897	1,431	8%	3,166
CVML	**29,723**	**31,936**	**2,213**	**7%**	**5,080**

---

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

Wages:

The labor market endorsement in this report considers the entry-level hourly wages for the five *food service and management*-related occupations as they relate to the subregions and region's living wage. NCV/NML, SCV/SML, and CVML wages are included below to provide a complete analysis of the region.
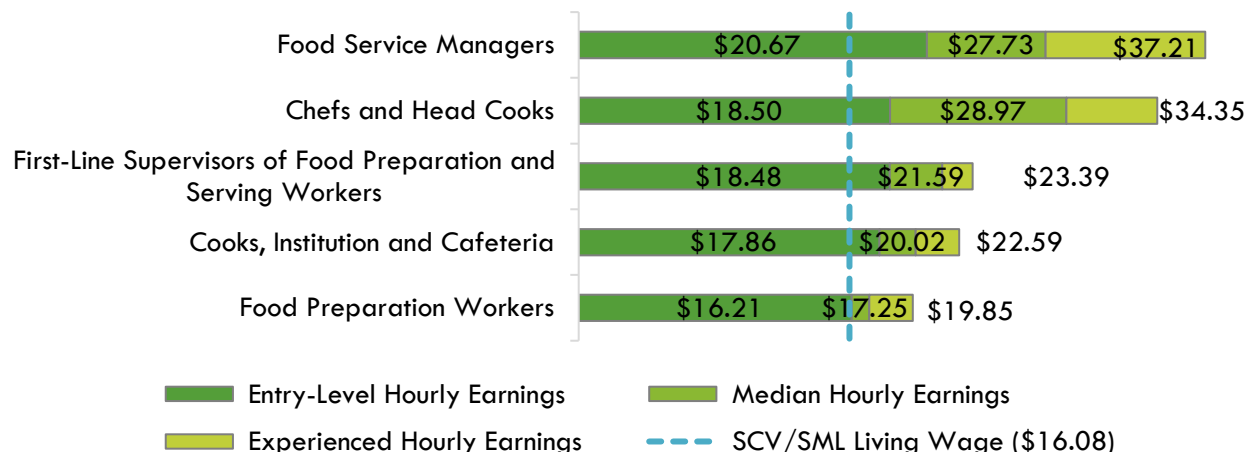
Four of the five *food service and management*-related occupations have an entry-level hourly wage above the living wage for one adult in the NCV/NML subregion ($16.81). The NCV/NML subregion average wage for these occupations is $23.43, which is below the average statewide wage of $25.02. Exhibit 4a shows the wage range for *food service and management*-related occupations and how they compare to the NCV/NML subregion's living wage.

Exhibit 4a: Wages by Occupation in NCV/NML

Occupation	Entry-Level	Median	Experienced
Food Service Managers	$18.29	$27.33	$37.88
Chefs and Head Cooks	$18.26	$27.51	$34.76
First-Line Supervisors of Food Preparation and Serving Workers	$18.45	$21.79	$24.93
Cooks, Institution and Cafeteria	$18.02	$20.78	$22.78
Food Preparation Workers	$16.35	$17.44	$20.16

Legend: Entry-Level Hourly Earnings; Median Hourly Earnings; Experienced Hourly Earnings; NCV/NML Living Wage ($16.81)
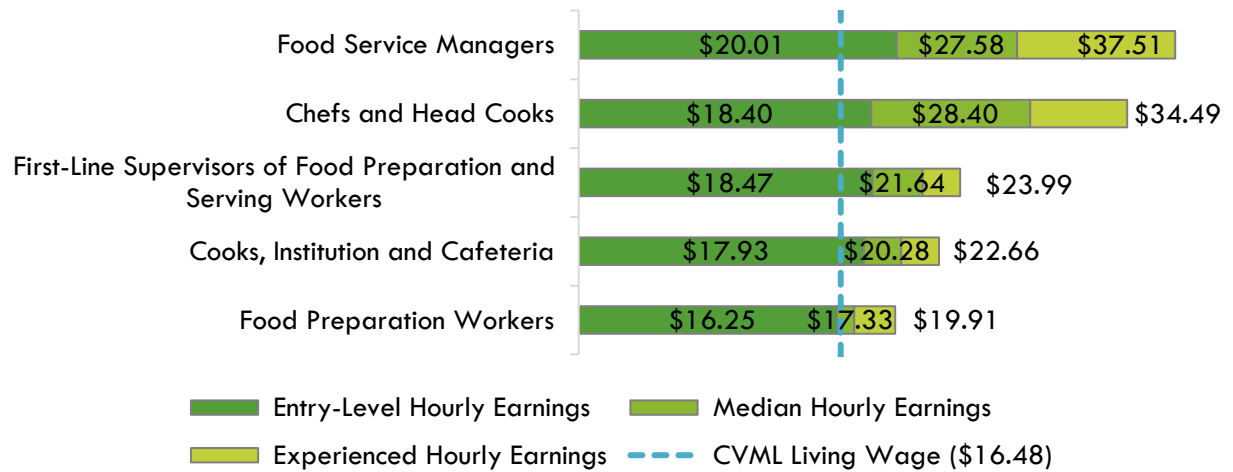
All five *food service and management*-related occupations have an entry-level hourly wage above the living wage for one adult in the SCV/SML subregion ($16.08). The SCV/SML subregion average wage for these occupations is $22.92, which is below the average statewide wage of $25.02. Exhibit 4b shows the wage range for *food service and management*-related occupations and how they compare to the SCV/SML subregion's living wage.

Exhibit 4b: Wages by Occupation in SCV/SML

Occupation	Entry-Level	Median	Experienced
Food Service Managers	$20.67	$27.73	$37.21
Chefs and Head Cooks	$18.50	$28.97	$34.35
First-Line Supervisors of Food Preparation and Serving Workers	$18.48	$21.59	$23.39
Cooks, Institution and Cafeteria	$17.86	$20.02	$22.59
Food Preparation Workers	$16.21	$17.25	$19.85

Legend: Entry-Level Hourly Earnings; Median Hourly Earnings; Experienced Hourly Earnings; SCV/SML Living Wage ($16.08)

Four of the five *food service and management*-related occupations have an entry-level hourly wage above the living wage for one adult in the CVML region ($16.48). The CVML region average wage for these occupations is $23.11, which is below the average statewide wage of $25.02. Exhibit 5 shows the wage range for *food service and management*-related occupations and how they compare to the CVML region's living wage.

Exhibit 5: Wages by Occupation in CVML

Occupation	Entry-Level	Median	Experienced
Food Service Managers	$20.01	$27.58	$37.51
Chefs and Head Cooks	$18.40	$28.40	$34.49
First-Line Supervisors of Food Preparation and Serving Workers	$18.47	$21.64	$23.99
Cooks, Institution and Cafeteria	$17.93	$20.28	$22.66
Food Preparation Workers	$16.25	$17.33	$19.91

Legend:
- Entry-Level Hourly Earnings
- Median Hourly Earnings
- Experienced Hourly Earnings
- CVML Living Wage ($16.48)

Job Postings:

Important Online Job Postings Data Note: *Online job postings data is sourced from Lightcast, a labor market analytics firm that scrapes, collects, and organizes data from online job boards such as LinkedIn, Indeed, Glassdoor, Monster, GovernmentJobs.com, and thousands more. Lightcast uses natural language processing (NLP) to determine the related company, industry, occupation, and other information for each job posting. However, NLP has limitations that include understanding contextual words of phrases; determining differences in words that can be used as nouns, verbs, and/or adjectives; and misspellings or grammatical errors.[2] For these reasons, job postings could be assigned to the wrong employer, industry, or occupation within Lightcast's database.*

Additionally, there are several limitations when analyzing job postings. A single job posting may not represent a single job opening, as employers may be creating a pool of candidates for future openings or hiring for multiple positions with a single posting. Additionally, not all jobs are posted online, and jobs may be filled through other methods such as internal promotion, word-of-mouth advertising, physical job boards, or a variety of other channels.

There were 3,204 online job postings related to *food service and management*-related occupations listed in the past 12 months (Exhibit 6).

Exhibit 6: Number of Job Postings by Occupation (n=3,204)

Occupations	Job Postings	Percentage of Job Postings
First-Line Supervisors of Food Preparation and Serving Workers	1,150	36%
Food Service Managers	1,027	32%
Food Preparation Workers	824	26%
Chefs and Head Cooks	178	6%
Cooks, Institution and Cafeteria	25	1%

The top employers in the region for *food service and management*-related occupations, by number of job postings, are shown in Exhibit 7.

Exhibit 7: Top Employers by Number of Job Postings (n=3,204)

Employer	Job Postings	Percentage of Job Postings
Starbucks	526	16%
Panda Express	184	6%
Domino's Pizza	146	5%
Chipotle	140	4%

---

[2]K. R. Chowdhary, Fundamentals of Artificial Intelligence (Basingstoke: Springer Nature, 2020), https://link.springer.com/book/10.1007/978-81-322-3972-7

Employer	Job Postings	Percentage of Job Postings
Pilot Company	57	2%
Save Mart Supermarkets	55	2%
Love's	55	2%
The Habit Burger Grill	49	2%
Taco Bell	49	2%
Del Taco	43	1%

The top specialized, common, and software skills for *food service and management*-related occupations are listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8.

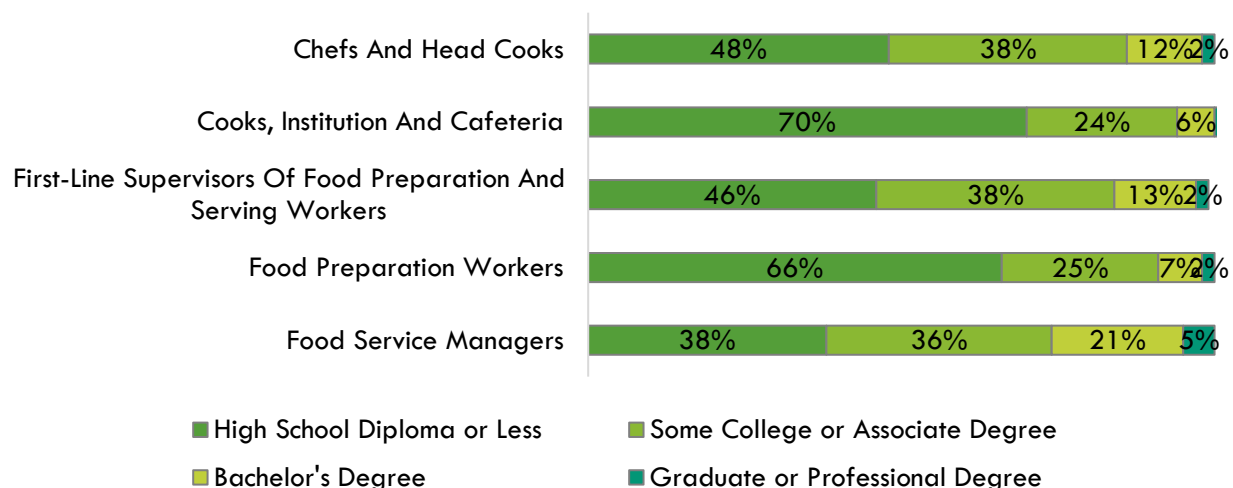### Exhibit 8: Top Skills by Number of Job Postings (n=3,204)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Restaurant Operation (1699)	Customer Service (1948)	Microsoft Excel (89)
Food Safety and Sanitation (880)	Communication (1560)	Microsoft Outlook (72)
Cash Handling (867)	Leadership (1243)	Microsoft Office (71)
Retail Operations (656)	Management (1158)	Microsoft PowerPoint (41)
Collective Bargaining (534)	Operations (897)	Spreadsheets (34)
Cooking (420)	Cleanliness (773)	Microsoft Word (33)
Cash Register (419)	Verbal Communication Skills (763)	Inventory Management System (24)
Food Services (380)	Sales (678)	UKG (Ultimate Kronos Group) (18)
Food Preparation (367)	Interpersonal Communications (625)	Applicant Tracking Systems (14)
Marketing (356)	Energetic (610)	Microsoft Access (10)

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, Chefs and Head Cooks* and *First-Line Supervisors of Food Preparation and Serving Workers* and lists no formal educational credential as the typical entry-level education for *Cooks, Institution and Cafeteria* and *Food Preparation Workers*. National-level educational attainment data indicates that between 24% and 38% of workers in the field have completed some college or an associate degree as their highest level of education. Exhibit 9 shows the educational attainment for the five *food service and management*-related occupations.

Of the 3,204 online job postings, 34% (equivalent to 1,079 postings) of cumulative job postings for the five *food service and management*-related occupations listed a minimum education requirement in the SCV/SML subregion. Of the 1,079 postings, 80% (864) requested a high school diploma or GED.

Exhibit 9: National-level Educational Attainment for Food Service and Management-Related Occupations

Occupation	High School Diploma or Less	Some College or Associate Degree	Bachelor's Degree	Graduate or Professional Degree
Chefs And Head Cooks	48%	38%	12%	2%
Cooks, Institution And Cafeteria	70%	24%	6%	
First-Line Supervisors Of Food Preparation And Serving Workers	46%	38%	13%	2%
Food Preparation Workers	66%	25%	7%	2%
Food Service Managers	38%	36%	21%	5%

■ High School Diploma or Less   ■ Some College or Associate Degree
■ Bachelor's Degree   ■ Graduate or Professional Degree

Educational Supply

Community College Supply:

Exhibit 10a and 10b show the annual and three-year average number of awards conferred by community colleges in the programs that have historically trained for the occupations included in this report. The colleges with the most completions are Columbia (North) and Bakersfield (South).
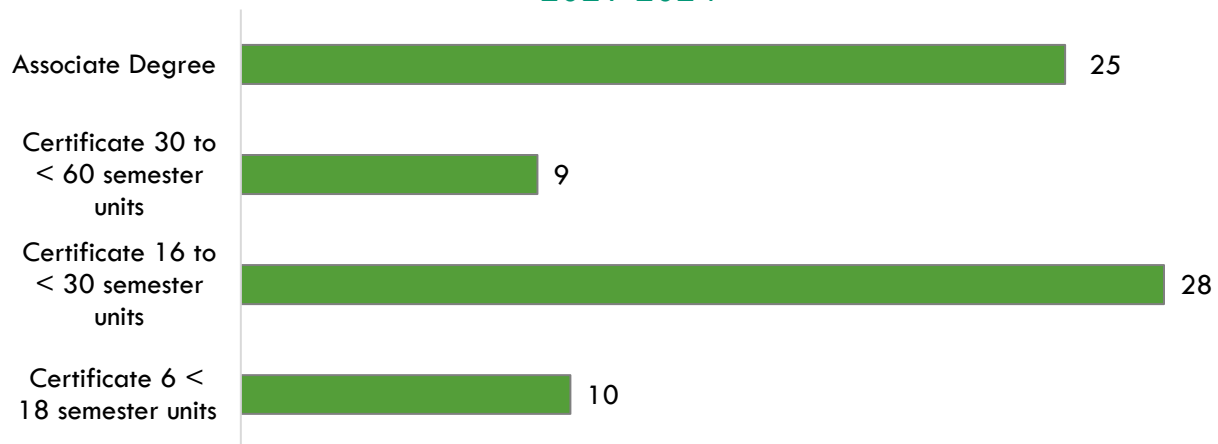
Exhibit 10a: NCV/NML Community College Awards (Certificates and Degrees) 2021-22 through 2023-24

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1306.30	Culinary Arts	Columbia	11	27	33	24
		Merced	8	5	3	5
		San Joaquin Delta	28	16	21	22
	Subtotal/Average		47	48	57	51
1307.10	Restaurant and Food Services and Management	Columbia	6	2	6	5
	Subtotal/Average		6	2	6	5
	NCV/NML Supply Grand Total		53	50	63	55

Exhibit 10b: SCV/SML Community College Awards (Certificates and Degrees) 2021-22 through 2023-24

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
1306.30	Culinary Arts	Bakersfield	32	19	18	23
		Fresno City	-	-	6	2
		Lemoore	-	-	13	4
		Sequoias	3	25	37	22
	Subtotal/Average		35	44	74	51
1307.10	Restaurant and Food Services and Management	Fresno City	5	6	3	5
		Lemoore	23	14	11	16

TOP Code	Program	College	2021-2022 Awards	2022-2023 Awards	2023-2024 Awards	3-Year Award Average
		Subtotal/Average	28	20	14	21
		SCV/SML Supply Grand Total	63	64	88	72

Exhibit 11 shows the annual average community college awards by type from 2021-22 through 2023-24. Of the 72 awards conferred in the SCV/SML subregion, 35% (25) of these awards were for an associate degree.

Exhibit 11: Annual Average Community College Awards (SCV/SML) by Type, 2021-2024

Award Type	Average
Associate Degree	25
Certificate 30 to < 60 semester units	9
Certificate 16 to < 30 semester units	28
Certificate 6 < 18 semester units	10

Community College Student Outcomes:

Exhibits 12 shows the Strong Workforce Program (SWP) metrics for Restaurant and Food Services and Management programs in State Center Community College District (SCCCD), the SCV/SML subregion, the CVML region, and California.

Of the 3,203 restaurant and food services management students statewide in the 2023-2024 academic year, 3% (98) attended a CVML Institution. SCV/SML students that exited restaurant and food services management programs in the 2022-2023 academic year had the lower median annual earnings ($19,652) compared to all restaurant and food services management students statewide ($35,332). Additionally, 28% of restaurant and food services management students attained a living wage statewide.

Exhibit 12: Restaurant and Food Services and Management (1307.10) Strong Workforce Program Metrics

SWP Metric	SCCCD	SCV/SML Subregion	CVML Region	California
SWP Students	N/A	64	98	3,203
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	N/A	86%	76%	43%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	N/A	91%	91%	69%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	N/A	17%	11%	5%
SWP Students Who Transferred to a Four-Year Postsecondary Institution	N/A	0%	0%	3%
SWP Students with a Job Closely Related to Their Field of Study	N/A	N/A	N/A	70%
Median Annual Earnings for SWP Exiting Students	N/A	$19,652 ($9.45)	$19,652 ($9.45)	$35,332 ($16.99)
Median Change in Earnings for SWP Exiting Students	N/A	N/A	N/A	43%
SWP Exiting Students Who Attained the Living Wage	N/A	N/A	N/A	28%

2023-2024   2022-2023   2021-2022   N/A

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 the occupations studied in this report. This includes examining the annual and three-year average number of awards conferred by non-community college institutions in programs that have historically trained for the occupations of interest.

Between 2020 and 2023, there were no non-community college institutions in the NCV/NML or SCV/SML subregions that conferred awards annually in related training programs.

Appendix A: Methodology

The CVML COE prepared this report by analyzing data from occupations and education programs.

Occupational data is derived from Lightcast, a labor market analytics firm that consolidates data from the California Employment Development Department (EDD), U.S. Bureau of Labor Statistics (BLS) and other government agencies. Program supply data is drawn from two systems: Taxonomy of Programs (TOP) and Classification of Instructional Programs (CIP).

Using a TOP-SOC crosswalk, the CVML COE identified middle-skill jobs for which programs within these TOP codes train. Middle-skill jobs include:

- 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.

The CVML COE determined labor market supply for an occupation or SOC code by analyzing the number of program completers or awards in a related TOP or CIP code. The COE developed a "supply table" with this information, which is the source of the program supply data for this report. TOP code data comes from the California Community Colleges Chancellor's Office MIS Data Mart (datamart.cccco.edu) and CIP code data comes from the Integrated Postsecondary Education Data System (nces.ed.gov/ipeds/use-the-data), also known as IPEDS. TOP is a system of numerical codes used at the state level to collect and report information on California community college programs and courses throughout the state that have similar outcomes. CIP codes are a taxonomy of academic disciplines at institutions of higher education in the United States and Canada. Institutions outside of the California Community College system do not use TOP codes in their reporting systems.

Data included in this analysis represent the labor market demand for relevant positions most closely related to the proposed program as expressed by the requesting college in consultation with the CVML COE. Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study which can signal demand and show what employers are looking for in potential employees but is not a perfect measure of the quantity of open positions.

All representations have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. The most recent data available at the time of the analysis was examined; however, data sets are updated regularly and may not be consistent with previous reports. Efforts have been made to qualify and validate the accuracy of the data and findings; however, neither the Centers of Excellence for Labor Market Research (COE), COE host district, nor California Community Colleges Chancellor's Office are responsible for the applications or decisions made by individuals and/or organizations based on this study or its recommendations.

Appendix B: Data Sources

Data Type	Source
Occupational Projections, Wages, and Job Postings	Traditional labor market information data is sourced from Lightcast, a labor market analytics firm. Lightcast occupational employment data are based on final Lightcast industry data and final Lightcast staffing patterns. Wage estimates are based on Occupational Employment Statistics and the American Community Survey. For more information, see https://lightcast.io/
Living Wage	The living wage is derived from the Insight Center's California Family Needs Calculator, which measures the income necessary for an individual of family to afford basic expenses. The data assesses the cost of housing, food, childcare, health care, transportation, and taxes. For more information, see: https://selfsufficiencystandard.org/California/ Wage figures are used by the CCCCO to calculate the percentage of students that attained the regional living wage.
Typical Education and Training Requirements, and Educational Attainment	The Bureau of Labor Statistics (BLS) provides information about education and training requirements for hundreds of occupations. BLS uses a system to assign categories for entry-level education, work experience in a related occupation, and typical on-the-job training to each occupation for which BLS publishes projections data. For more information, see https://www.bls.gov/emp/documentation/education/tech.htm
Emerging Occupation Descriptions, Additional Education Requirements, and Employer Preferences	The O*NET database includes information on skills, abilities, knowledges, work activities, and interests associated with occupations. For more information, see https://www.onetonline.org/help/online/
Educational Supply	The CCCCO Data Mart provides information about students, courses, student services, outcomes and faculty and staff. For more information, see: https://datamart.cccco.edu The National Center for Education Statistics (NCES) Integrated Postsecondary Integrated Data System (IPEDS) collects data on the number of postsecondary awards earned (completions). For more information, see https://nces.ed.gov/ipeds/use-the-data/survey-components/7/completions
Student Metrics and Demographics	DataVista, a statewide data system supported by the California Community Colleges Chancellor's Office and hosted by Cal-PASS Plus, provides data on progress, success, employment, and earnings outcomes for California community college students. For more information, see: https://datavista.cccco.edu/
Population and Occupation Demographics	The Census Bureau's American Community Survey (ACS) is the premier source for detailed population and housing information. For more information, see: https://www.census.gov/programs-surveys/acs Data is sourced from IPUMS USA, a database providing access to ACS and other Census Bureau data products. For more information, see: https://usa.ipums.org/usa/about.shtml

For more information, please contact the Central Valley/Mother Lode Center of Excellence:

Patricia Salinas, District Director
patricia.salinas@scccd.edu

Ignacio Faria, Senior Research and Planning Analyst
ignacio.faria@scccd.edu

Angela Steitz, Program Specialist
angela.steitz@scccd.edu

July 2025