



Culinary, Hospitality, and Nutrition (Culinary Arts TOP 1306.30)

April 2023

Prepared by the South Central Coast Center of Excellence for
Labor Market Research

Program Recommendation

This report was compiled by the South Central Coast¹ Center of Excellence to provide regional labor market data for the program recommendation – Culinary Arts. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Key Findings

- In the South Central Coast region, **the number of jobs related to Culinary Arts are expected to increase** for Chefs and Head Cooks, First-Line Supervisors of Food Preparation and Serving Workers, and Cooks, Restaurant, and **remain steady** for Food Preparation Workers and Waiters and Waitresses.
- Culinary Arts is anticipated to experience a **low risk of automation** for Chefs and Head Cooks, and a **high risk of automation** for the other four related occupations.
- In 2021 there were 124 regional completions in programs related to the occupations identified as aligned with Culinary Arts and 5,803 openings, indicating an **undersupply**.
- Typical entry-level education ranges from a **high school diploma or equivalent** for Chefs and Head Cooks and First-Line Supervisors of Food Preparation and Serving Workers to **no formal educational credential** for the remaining three occupations.
- Completers of Culinary Arts programs from the 2019-2020 academic year, in the South Central Coast region, had a **median annual wage upon completion of \$26,704**.
- 51% of students are **employed within a year** after completing a program.
- 29% of students **attained a living wage** within a year of completion.
- Completers experienced an average of +29% **change in earnings after exiting**.
- 80% of students were **part-time**, 18% **skill builders**, 36% **first-generation**, and 77% **economically disadvantaged**.

¹ The South Central Coast Region consists of San Luis Obispo County, Santa Barbara County, Ventura County, and the following cities from North Los Angeles County: Canyon Country, Castaic, Lake Hughes, Lancaster, Littlerock, Llano, Newhall, Palmdale, Pearblossom, Santa Clarita, Stevenson Ranch, and Valencia.

Occupation Codes and Descriptions

There are five occupations in the standard occupational classification (SOC) system that were identified as related to Culinary Arts for this analysis. The occupation titles and descriptions, as well as reported job titles, are included in Exhibit 1.

Exhibit 1 – Occupation, Description, and Sample Job Titles

| SOC Code | Title | Description | Sample of Reported Job Titles |
|-----------------|---|--|--|
| 35-1011 | Chefs and Head Cooks | Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts. | Banquet Chef, Certified Executive Chef (CEC), Chef, Cook, Executive Chef (Ex Chef), Executive Sous Chef, Head Cook, Kitchen Manager, Pastry Chef, Sous Chef |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | Directly supervise and coordinate activities of workers engaged in preparing and serving food. | Cafeteria Manager, Dietary Supervisor, Food and Nutrition Services Supervisor, Food Production Supervisor, Food Service Director, Food Service Manager, Food Service Supervisor, Kitchen Manager, Kitchen Supervisor |
| 35-2014 | Cooks, Restaurant | Prepare, season, and cook dishes such as soups, meats, vegetables, or desserts in restaurants. May order supplies, keep records and accounts, price items on menu, or plan menu. | Appetizer Preparer, Back Line Cook, Banquet Cook, Breakfast Cook, Broil Cook, Cook, Fry Cook, Grill Cook, Line Cook, Prep Cook (Preparation Cook) |
| 35-2021 | Food Preparation Workers | Perform a variety of food preparation duties other than cooking, such as preparing cold foods and shellfish, slicing meat, and brewing coffee or tea. | Deli Clerk (Delicatessen Clerk), Diet Aid, Dietary Aide, Dietary Assistant, Food Prep (Food Preparer), Food Service Aide, Food Service Worker, Nutrition Aide, Pantry Cook, Slicer |
| 35-3031 | Waiters and Waitresses | Take orders and serve food and beverages to patrons at tables in dining establishment. | Banquet Server, Buffet Server, Cocktail Server, Food Runner, Food Server, Restaurant Server, Server, Waiter, Waitress, Waitstaff |

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Culinary Arts are expected to increase for Chefs and Head Cooks, First-Line Supervisors of Food Preparation and Serving Workers, and Cooks, Restaurant and remain steady for Food Preparation Workers and Waiters and Waitresses.

Exhibit 2 – Five-Year Projections for Culinary Arts in the South Central Coast Region

| SOC | Occupation | 2022 Jobs | 2027 Jobs | 2022-2027 Change | 2022-2027 % Change |
|---------|---|-----------|-----------|------------------|--------------------|
| 35-1011 | Chefs and Head Cooks | 1,556 | 1,684 | 128 | 8% |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 6,486 | 7,088 | 602 | 9% |
| 35-2014 | Cooks, Restaurant | 8,389 | 9,603 | 1,214 | 14% |
| 35-2021 | Food Preparation Workers | 5,116 | 5,257 | 141 | 3% |
| 35-3031 | Waiters and Waitresses | 11,465 | 11,896 | 431 | 4% |

Source: Economic Modeling Specialists International (EMSI)

Earnings

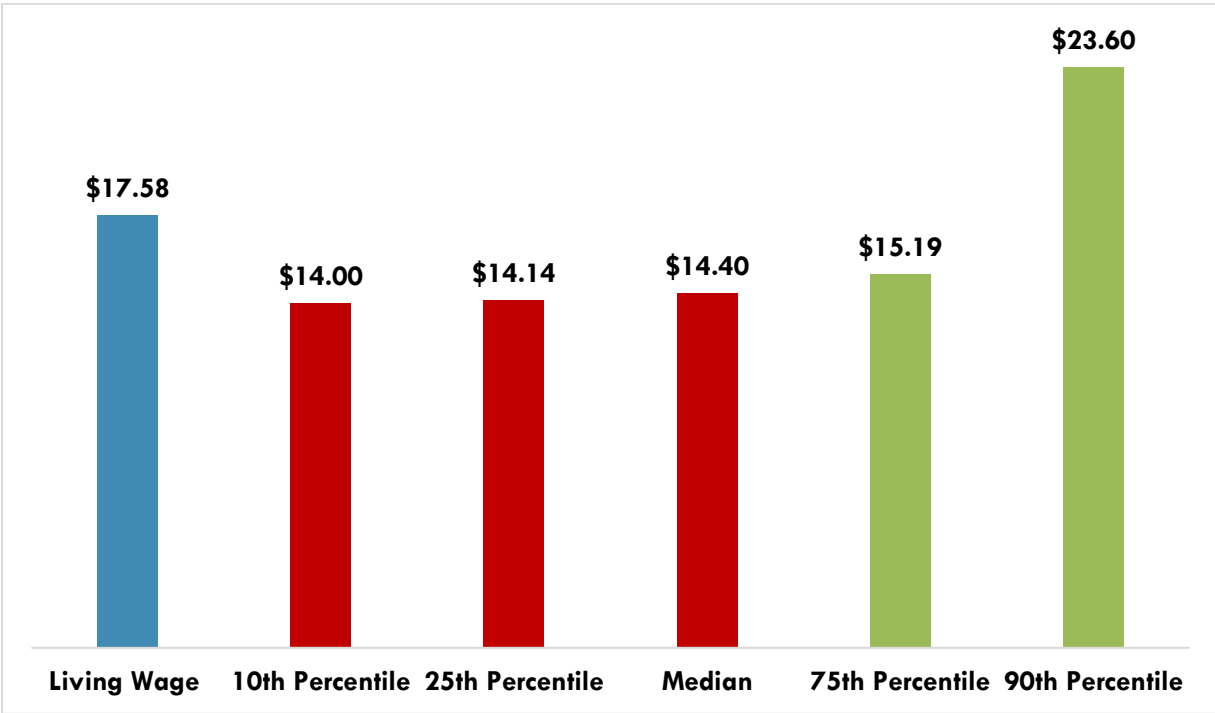
Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for Culinary Arts in the South Central Coast Region

| SOC | Occupation | Entry-Level Hourly Earnings | Median Hourly Earnings | Experienced Hourly Earnings |
|---------|---|-----------------------------|------------------------|-----------------------------|
| 35-1011 | Chefs and Head Cooks | \$17.89 | \$23.48 | \$32.82 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | \$16.31 | \$18.31 | \$23.38 |
| 35-2014 | Cooks, Restaurant | \$14.97 | \$17.33 | \$18.26 |
| 35-2021 | Food Preparation Workers | \$14.45 | \$14.97 | \$17.62 |
| 35-3031 | Waiters and Waitresses | \$14.14 | \$14.40 | \$15.19 |

Source: Economic Modeling Specialists International (EMSI)

Exhibit 3b – Earnings for Culinary Arts in the South Central Coast Region



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Economic Modeling Specialists International (EMSI)

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is looking in the field, and what they are looking for in potential candidates. To identify job postings related to Culinary Arts the following standard occupational classifications were used:

| | |
|---------|--|
| 35-1011 | Chefs and Head Cooks |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers |
| 35-2014 | Cooks, Restaurant |
| 35-2021 | Food Preparation Workers |
| 35-3031 | Waiters and Waitresses |

Top Occupations

In 2022, there were 9,158 employer postings for the occupations related to Culinary Arts.

Exhibit 4 – Top Occupations by Job Postings

| SOC Code | Occupation | Job Postings, Full Year 2022 |
|----------|--|------------------------------|
| 35-3031 | Waiters and Waitresses | 2,813 |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | 2,695 |
| 35-2014 | Cooks, Restaurant | 2,162 |
| 35-1011 | Chefs and Head Cooks | 781 |
| 35-2021 | Food Preparation Workers | 707 |

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 4b – Top Occupations and Risk of Automation

| SOC Code | Occupation | Risk of Automation |
|----------|--|--------------------|
| 35-3031 | Waiters and Waitresses | High |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | High |
| 35-2014 | Cooks, Restaurant | High |
| 35-1011 | Chefs and Head Cooks | Low |
| 35-2021 | Food Preparation Workers | High |

Source: Labor Insight/Jobs (Burning Glass)

Top Titles

The top job titles for employers posting ads for jobs related to Culinary Arts are listed in Exhibit 5. Servers is mentioned as the job title in 13% of all relevant job postings (739 postings).

Exhibit 5 – Job Titles

| Title | Job Postings, Full Year 2022 |
|-------------------|-------------------------------------|
| Servers | 739 |
| Shift Leaders | 615 |
| Shift Supervisors | 592 |
| Cooks | 531 |
| Line Cooks | 345 |

Source: Labor Insight/Jobs (Burning Glass)

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Culinary Arts field. The top employer posting job ads was Starbucks. The top worksite cities for these occupations were Santa Barbara, Thousand Oaks, Santa Clarita, Oxnard, and Ventura.

Exhibit 6 – Top Employers (n= 3,645)

| Employer | Job Postings, Full Year 2022 |
|------------------------|-------------------------------------|
| Starbucks | 552 |
| Chili's Grill & Bar | 174 |
| Marriott International | 141 |
| Atria Senior Living | 136 |
| Hilton | 110 |

Source: Labor Insight/Jobs (Burning Glass)

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Culinary Arts. Restaurant Operation is the most sought-after specialized skill for employers, followed by Food Safety And Sanitation and Cooking. Customer Service, Communications, and Sanitation were the most requested baseline skills. Software Systems, Microsoft Excel, and Microsoft Outlook were the most commonly requested software and programming skills.

Exhibit 7 – Specialized Skills (n= 18,651)

| Skills | Job Postings, Full Year 2022 |
|------------------------------------|---|
| Restaurant Operation | 3,625 |
| Food Safety And Sanitation | 1,456 |
| Cooking | 1,408 |
| Food Preparation | 1,261 |
| Food Services | 1,098 |
| Cash Handling | 997 |
| Grilling | 740 |
| Retail Operations | 488 |
| Cash Register | 407 |
| Merchandising | 374 |
| Food Quality Assurance And Control | 368 |
| Customer Complaint Resolution | 348 |
| Point Of Sale | 270 |
| Recipes | 244 |
| Accounting | 230 |

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7b – Baseline Skills (n= 30,433)

| Skills | Job Postings, Full Year 2022 |
|------------------------------|---|
| Customer Service | 2,839 |
| Communications | 2,490 |
| Sanitation | 1,706 |
| Management | 1,657 |
| Cleanliness | 1,322 |
| Leadership | 1,302 |
| Lifting Ability | 1,100 |
| Operations | 936 |
| Interpersonal Communications | 935 |
| Sales | 772 |

Source: Labor Insight/Jobs (Burning Glass)

Exhibit 7c – Software and Programming Skills (n= 919)

| Skills | Job Postings, Full Year 2022 |
|-------------------------------|---|
| Software Systems | 111 |
| Microsoft Excel | 105 |
| Microsoft Outlook | 104 |
| Epic EMR | 98 |
| Microsoft Word | 86 |
| Microsoft Office | 79 |
| Microsoft Powerpoint | 35 |
| Kronos (Timekeeping Software) | 24 |
| Java | 24 |
| Spreadsheets | 23 |

Source: Labor Insight/Jobs (Burning Glass)

Industry Concentration

Exhibit 8 shows the industries with the most Culinary Arts postings in the South Central Coast region. Note: 38% of records have been excluded because they do not include an industry. As a result, the chart below may not be representative of the full sample.

Exhibit 8 – Industries Employing the Most in the Culinary Arts Field, 2022

| Industry | Occupation Group Jobs in Industry | % of Occupation Group in Industry |
|--|-----------------------------------|-----------------------------------|
| Accommodation and Food Services | 3,795 | 67% |
| Health Care and Social Assistance | 467 | 8% |
| Retail Trade | 393 | 7% |
| Administrative and Support and Waste Management and Remediation Services | 230 | 4% |
| Construction | 132 | 2% |

Source: Labor Insight/Jobs (Burning Glass)

Certifications

Exhibit 9 lists the most in-demand certifications in the Culinary Arts field. The top requested certification in job postings was a Food Handler's Card.

Exhibit 9 – Certifications (n= 1,871)

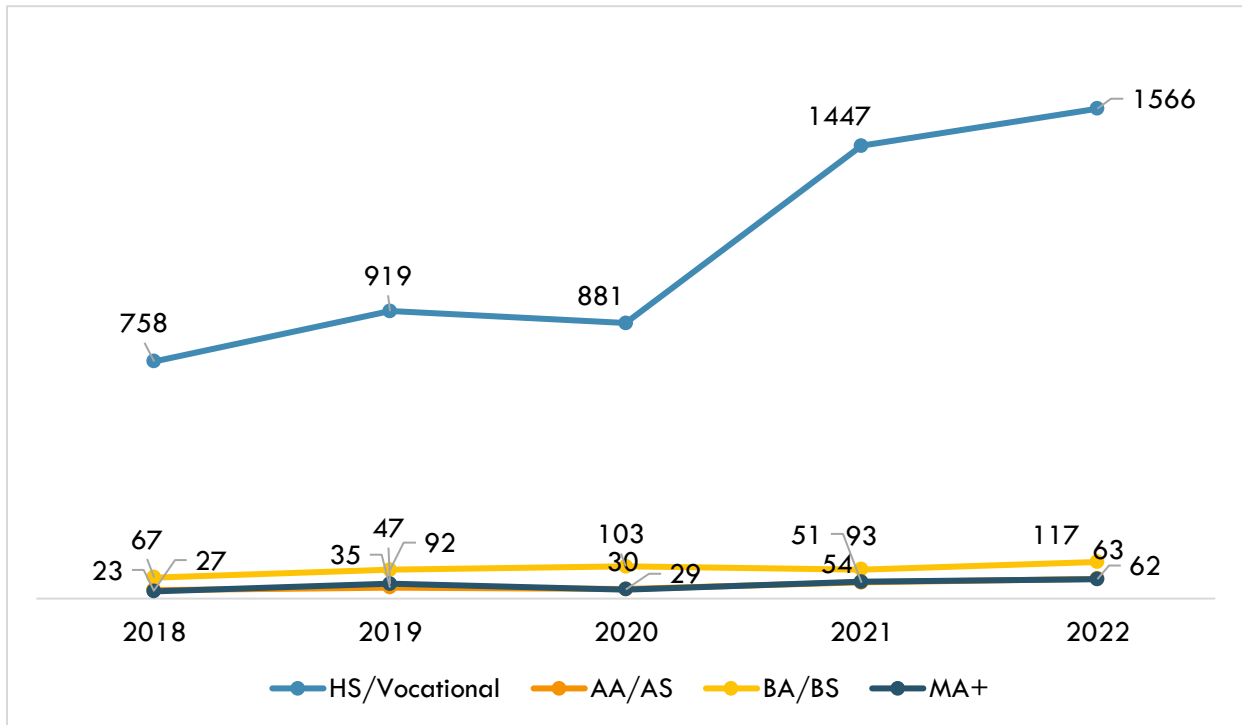
| Certifications | Job Postings, Full Year 2022 |
|---|------------------------------|
| Food Handler's Card | 569 |
| ServSafe Certification | 558 |
| Valid Driver's License | 314 |
| Food Safety Certification | 85 |
| Cardiopulmonary Resuscitation (CPR) Certification | 61 |

Source: Labor Insight/Jobs (Burning Glass)

Job Postings - Minimum Educational Attainment Over Time

Exhibit 10 displays the change in job advertisements over the last five years for Culinary Arts, according to the minimum advertised education. In 2022, there were 1,808 total job ads posted with a minimum advertised education, with 1,566 of them requiring a high school diploma or equivalent.

Exhibit 10 – Educational Demand, Minimum Advertised



Source: Labor Insight / Jobs (Burning Glass)

Job Postings – Proportion of Job Postings by Minimum Educational Attainment Required

To gauge employer preference for candidates with particular education levels, the proportion of job postings by minimum advertised education appears in Exhibit 11. Employers posting job ads for Culinary Arts have frequently sought candidates with a high school diploma or vocational training.

Exhibit 11 – Occupational Demand by Education, Minimum Advertised

| Minimum Education Requirement | 2018 | 2019 | 2020 | 2021 | 2022 |
|---|------|------|------|------|------|
| HS Diploma / Vocational Training | 87% | 84% | 84% | 88% | 87% |
| Associate Degree | 3% | 3% | 3% | 3% | 3% |
| Bachelor's Degree | 8% | 8% | 10% | 6% | 6% |
| Graduate Degree | 2% | 4% | 3% | 3% | 4% |

Source: Labor Insight/ Jobs (Burning Glass)

Education and Training

Exhibit 12 shows the typical entry-level education requirement for the occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 12 – Education and Training Requirements

| SOC | Occupation | Typical entry-level education | Typical on-the-job training |
|------------|---|--------------------------------------|------------------------------------|
| 35-1011 | Chefs and Head Cooks | High school diploma or equivalent | None |
| 35-1012 | First-Line Supervisors of Food Preparation and Serving Workers | High school diploma or equivalent | None |
| 35-2014 | Cooks, Restaurant | No formal education credential | Moderate-term on-the-job training |
| 35-2021 | Food Preparation Workers | No formal education credential | Short-term on-the-job training |
| 35-3031 | Waiters and Waitresses | No formal education credential | Short-term on-the-job training |

Source: Bureau of Labor Statistics Employment Projections (Educational Attainment)

Regional Completions and Openings

There were 124 regional completions (2021) and 5,803 regional openings (2021) in the South Central Coast region aligned with programs related to the occupations in this report.

Exhibit 13 – Completions and Openings

| | | |
|---|---|--|
| 8 Regional Institutions had Related Programs (2021) | 124 Regional Completions (2021) | 5,803 Annual Openings (2021) |
|---|---|--|

Source: Economic Modeling Specialists International (EMSI)

Related Programs

| CIP Code | Program | Completions (2021) |
|----------|---|--------------------|
| 12.0500 | Cooking and Related Culinary Arts, General | 50 |
| 19.0501 | Foods, Nutrition, and Wellness Studies, General | 42 |
| 12.0504 | Restaurant, Culinary, and Catering Management/Manager | 29 |
| 12.0501 | Baking and Pastry Arts/Baker/Pastry Chef | 3 |
| 12.0503 | Culinary Arts/Chef Training | 0 |
| 19.0505 | Foodservice Systems Administration/Management | 0 |

Source: Economic Modeling Specialists International (EMSI)

CCC and Non-CCC Awards

Exhibit 14 lists the number of completers from programs related to Culinary Arts in the South Central Coast region.

Exhibit 14 – CCC and Non-CCC Awards the South Central Coast, 2021

| CCC Programs | Completers |
|-------------------------------|-------------------|
| Allan Hancock College | 26 |
| College of the Canyons | 25 |
| Oxnard College | 16 |
| Cuesta College | 15 |
| Santa Barbara City College | 11 |
| Moorpark College | 10 |
| Ventura College | 5 |
| Non-CCC Programs | Completers |
| University of Antelope Valley | 16 |

Source: Economic Modeling Specialists International (EMSI)

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the regional Culinary Arts Programs (TOP: 1306.30) for the 2019-2020 academic year.

- Completers of Culinary Arts programs from the 2019-2020 academic year in the South Central Coast region had a **median annual wage upon completion of \$26,704.**
- 51% of students are **employed within a year** after completing a program.
- 29% of students **attained a living wage** within a year of completion.
- Completers experienced an average of +29% **change in earnings after exiting.**
- 80% of students were **part-time**, 18% **skill builders**, 36% **first-generation**, and 77% **economically disadvantaged.**

Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor's Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represent the labor market demand for relevant positions most closely related to Culinary Arts. 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 and 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.