







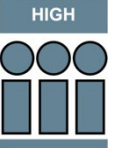


Culinary Arts Occupations

Labor Market Analysis: San Diego County

March 2024

Summary

NEW PROGRAM RECOMMENDATION?	EVIDENCE OF A SUPPLY GAP?	AT OR ABOVE THE LIVING WAGE?	EXPECTED LEVEL OF EDUCATION
 Proceed with Caution	 	 	<input type="checkbox"/> Doctorate Degree <input type="checkbox"/> Master's Degree <input type="checkbox"/> Bachelor's Degree <input type="checkbox"/> Associate Degree <input type="checkbox"/> Some College or Certificate <input checked="" type="checkbox"/> HS Diploma or Equivalent <input type="checkbox"/> Less Than a HS Diploma <input type="checkbox"/> Apprenticeship
SUPPORT FOR PROGRAM MODIFICATION?	NUMBER OF INSTITUTIONS THAT PROVIDE TRAINING	NUMBER OF ANNUAL JOB OPENINGS	
 	MEDIUM 	HIGH 	

The San Diego & Imperial Center of Excellence (COE) developed this brief to assist the region’s community colleges with strategic planning and program development. *Culinary Arts Occupations* include “Bakers,” “Chefs and Head Cooks,” “Cooks, Private Household,” “First-Line Supervisors of Food Preparation and Serving Workers,” and “Food Preparation Workers.” According to available data, *Culinary Arts Occupations* in San Diego County have a labor market demand of 5,687 annual job openings (while average demand for a single occupation in San Diego County is 289 annual job openings), and seven institutions supply 503 awards for these occupations, suggesting that there is a supply gap in the labor market. On average, entry-level wages are below the living wage for these occupations, and recent online job postings (2021-2023) show that average median earnings posted by employers are slightly above the living wage. This brief recommends proceeding with caution when developing a new program but supports a program modification because although 1) a high number of annual job openings exist for these occupations; and 2) there is a supply gap in San Diego County; 3) on average, these occupations’ entry-level wages are below the living wage. Colleges should note that **the percentage of students who complete a related program and earn a living wage is generally lower than students who complete Career Education programs in general.**

Introduction

This report provides labor market information in San Diego County for the following occupational code in the Standard Occupational Classification (SOC)¹ system:

- **Bakers** (SOC 51-3011): Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Pastry chefs in restaurants and hotels are included with Chefs and Head Cooks (35-1011).
- **Chefs and Head Cooks** (SOC 35-1011): 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.
- **Cooks, Private Household** (SOC 35-2013): Prepare meals in private homes. Includes personal chefs.
- **First-Line Supervisors of Food Preparation and Serving Workers** (SOC 35-1012): Directly supervise and coordinate activities of workers engaged in preparing and serving food.
- **Food Preparation Workers** (SOC 35-2021): Perform a variety of food preparation duties other than cooking, such as preparing cold foods and shellfish, slicing meat, and brewing coffee or tea.

For the purpose of this report, these occupations are referred to as *Culinary Arts Occupations*.

¹ The Standard Occupational Classification (SOC) system is used by federal statistical agencies to classify workers into occupational categories for the purpose of collecting, calculating or disseminating data. [bls.gov/soc](https://www.bls.gov/soc).

Projected Occupational Demand

Between 2023 and 2028, employers in San Diego County will need to hire **5,687** workers annually to fill new jobs and backfill jobs in *Culinary Arts Occupations* due to attrition caused by turnover and retirement, for example (Exhibit 1). “First-Line Supervisors of Food Preparation and Serving Workers” are projected to have the most labor market demand between 2023 and 2028, with **2,719** annual job openings.

Exhibit 1: Number of Jobs for Culinary Arts Occupations (2023-2028)²

Occupational Title	2023 Jobs	2028 Jobs	2023 – 2028 Net Jobs Change	2023 - 2028 % Net Jobs Change	Annual Job Openings (Demand)
First-Line Supervisors of Food Preparation and Serving Workers	15,326	17,106	1780	12%	2,719
Food Preparation Workers	11,400	12,110	710	6%	2,237
Bakers	2,124	2,362	238	11%	374
Chefs and Head Cooks	2,455	2,708	253	10%	355
Cooks, Private Household	13	12	-1	-1%	2
Total	31,318	34,298	2981	10%	5,687

Earnings

According to traditional³ labor market information (LMI), entry-level hourly earnings for *Culinary Arts Occupations* range from **\$14.89** to **\$22.07** (Exhibit 2).

Exhibit 2: Hourly Earnings for Culinary Arts Occupations in San Diego County⁴

Occupational Title	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Chefs and Head Cooks	\$22.07	\$27.57	\$35.66
First-Line Supervisors of Food Preparation and Serving Workers	\$17.11	\$19.27	\$22.11
Bakers	\$15.78	\$17.99	\$18.96
Food Preparation Workers	\$14.98	\$16.58	\$17.50
Cooks, Private Household	\$14.89	\$19.42	\$26.44

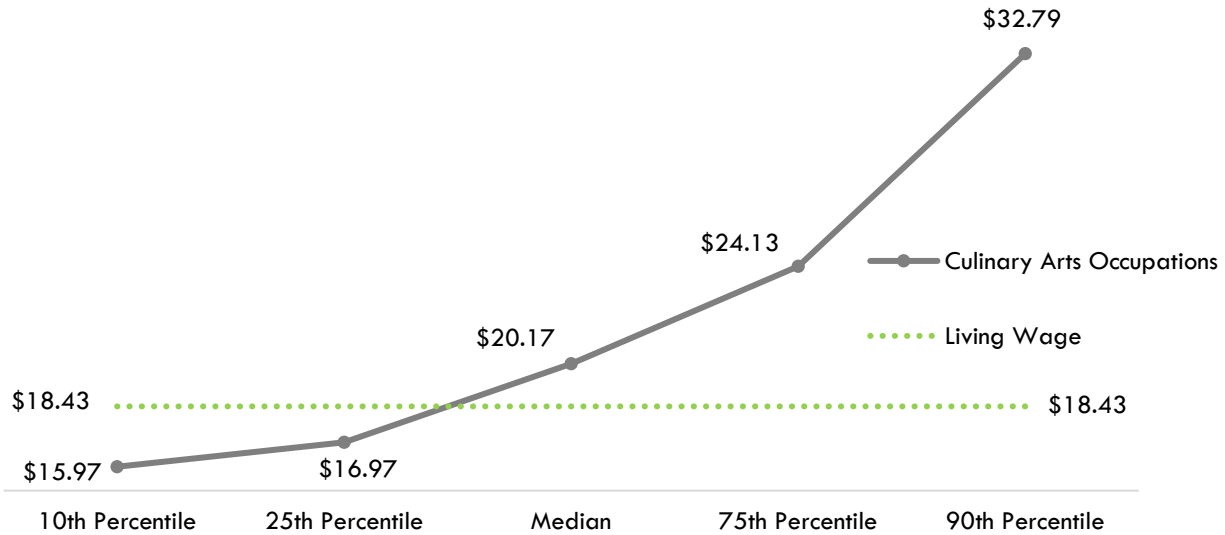
² Lightcast 2024.01; QCEW, Non-QCEW, Self-Employed.

³ Traditional LMI is generally historical data captured by the U.S. Bureau of Labor Statistics (BLS) or the California Employment Development Department (EDD). It does not account for recent technological, economic, or legislative changes that may affect labor market demand and wages.

⁴ Lightcast 2024.01; QCEW, Non-QCEW, Self-Employed.

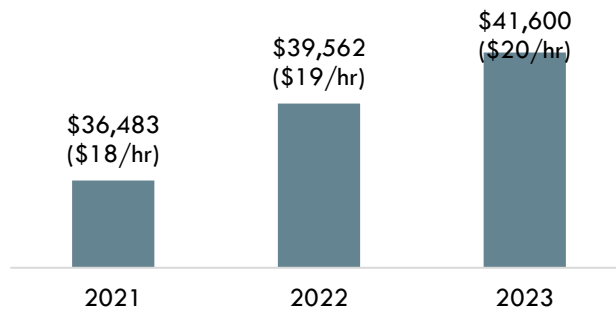
On average, the entry-level hourly earnings are \$16.97—or \$35,297.60 annual salary⁵; this is less than the living wage for a single adult in San Diego County, which is \$18.43 per hour (Exhibit 3).⁶

Exhibit 3: Hourly Earnings⁷ for Culinary Arts Occupations in San Diego County⁸



Between January 1, 2021 and December 30, 2023, employers advertised between \$18 to \$20 per hour in online job postings for *Culinary Arts Occupations* in San Diego County (Exhibit 4).⁹ This suggests that employers in recent years are increasing wages due to labor market forces that may not be captured by traditional LMI.

Exhibit 4: Median Advertised Salaries in Online Job Postings for Culinary Arts Occupations in San Diego County (2021-2023)



⁵ Annualized salaries assume a full-time position with 2,080 hours. Multiplying the hourly wage with 2,080 yields the annual salary.
⁶ "Family Needs Calculator (formerly the California Family Needs Calculator)," Insight: Center for Community Economic Development, last updated 2022. insightcced.org/family-needs-calculator.
⁷ 10th and 25th percentiles could be considered entry-level wages, and 75th and 90th percentiles could be considered experienced wages for individuals who may have been in the occupation longer, received more training than others, etc.
⁸ Lightcast 2024.01; QCEW, Non-QCEW, Self-Employed.
⁹ Lightcast 2024.01; "Job Posting Analytics." 2021-2023.

Expected Level of Education

According to traditional LMI, *Culinary Arts Occupations* have a national educational attainment of no formal educational credential to a postsecondary non-degree award.¹⁰ (Exhibit 5).

Exhibit 5: National Educational Attainment for *Culinary Arts Occupations*¹¹

Occupational Title	Typical Entry-Level Education
Cooks, Private Household	Postsecondary non-degree award
Chefs and Head Cooks	High school diploma or equivalent
First-Line Supervisors of Food Preparation and Serving Workers	High school diploma or equivalent
Bakers	No formal educational credential
Food Preparation Workers	No formal educational credential

Similarly, online job postings between January 1, 2021 and December 31, 2023 in San Diego County had a high school or GED as the most requested educational requirement for *Culinary Arts Occupations*; however, employers also expected the following certifications (Exhibit 6).¹²

Exhibit 6: Top Certifications for *Culinary Arts Occupations* in San Diego County in Online Job Postings (2021-2023)¹³

1. Food Handler's Card
2. Valid Driver's License
3. ServSafe Certification
4. Cardiopulmonary Resuscitation Certification
5. First Aid Certification
6. Food Safety Certification
7. Responsible Beverage Service Certification
8. Training For Intervention Procedures Certification
9. American Culinary Federation Certification
10. Food Protection Manager Certification
11. Automated External Defibrillator Certification
12. Food Safety Manager Certification
13. National Apprenticeship Certificate
14. Certified Dietary Manager
15. Certified Culinarian

¹⁰ Lightcast 2024.01; QCEW, Non-QCEW, Self-Employed.

¹¹ Lightcast 2024.01; QCEW, Non-QCEW, Self-Employed.

¹² Lightcast 2024.01; "Job Posting Analytics." 2021-2023.

¹³ Lightcast 2024.01; "Job Posting Analytics." 2021-2023.

Educational Supply

Educational supply for an occupation can be estimated by analyzing the number of awards in related Taxonomy of Programs (TOP) or Classification of Instructional Programs (CIP) codes. There are **three** TOP codes and **five** CIP codes related to *Culinary Arts Occupations* (Exhibit 7).

Exhibit 7: Related TOP and CIP Codes for Culinary Arts Occupations¹⁴

TOP or CIP Code	TOP or CIP Program Title
TOP 1306.00	Nutrition, Foods and Culinary Arts
TOP 1306.30	Culinary Arts
TOP 1307.10	Restaurant and Food Services and Management
CIP 12.0500	Cooking and Related Culinary Arts, General
CIP 12.0501	Baking and Pastry Arts/Baker/Pastry Chef
CIP 12.0503	Culinary Arts/Chef Training
CIP 12.0505	Food Preparation/Professional Cooking/Kitchen Assistant
CIP 19.0505	Foodservice Systems Administration/Management

According to TOP data, **seven** community colleges supply the region with awards for these occupations: Grossmont College, MiraCosta College, Palomar College, San Diego College of Continuing Education, San Diego Mesa College, San Diego Miramar College, and Southwestern College. According to CIP data, **no** non-community-college institution supplies the region with awards (Exhibit 8).

Exhibit 8: Number of Awards (Certificates and Degrees) Conferred by Postsecondary Institutions (Program Year 2019-20 Through Program Year 2021-22 Average)

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY19-20 to PY21-22)	Other Educational Institutions 2-Yr Annual Average Awards (PY19-20 to PY20-21)	Total Average Supply (PY19-20 to PY21-22)
1306.00	Nutrition, Foods and Culinary Arts	75	0	75
	MiraCosta	2	0	
	• Associate Degree	2	0	
	Palomar	3	0	
	• Associate Degree	3	0	

¹⁴ This brief uses a conservative estimate of program supply and only calculates awards from the TOP code listed in Exhibit 7.

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY19-20 to PY21-22)	Other Educational Institutions 2-Yr Annual Average Awards (PY19-20 to PY20-21)	Total Average Supply (PY19-20 to PY21-22)
	San Diego Cont. Ed.	55	0	
	• Non-credit 144 < 192 hrs	2	0	
	• Non-credit 96 < 144 hrs	41	0	
	• Non-credit 48 < 96 hrs	12	0	
	San Diego Mesa	13	0	
	• Associate Degree	12	0	
	• Certificate 16 < 30 units	1	0	
	San Diego Miramar	1	0	
	• Associate Degree	1	0	
	Southwestern	1	0	
	• Associate Degree	1	0	
1306.30	Culinary Arts	426	0	426
	Grossmont	59	0	
	• Associate Degree	15	0	
	• Certificate 30 < 60 units	16	0	
	• Certificate 8 < 16 units	28	0	
	San Diego Cont. Ed.	324	0	
	• Non-credit 480 < 960 hrs	37	0	
	• Non-credit 288 < 480 hrs	94	0	
	• Non-credit 192 < 288 hrs	24	0	
	• Non-credit 96 < 144 hrs	146	0	
	• Non-credit 48 < 96 hrs	23	0	
	San Diego Mesa	17	0	
	• Associate Degree	12	0	
	• Certificate 16 < 30 units	5	0	

TOP6 or CIP Code	TOP6 or CIP Program Title	3-Yr Annual Average CC Awards (PY19-20 to PY21-22)	Other Educational Institutions 2-Yr Annual Average Awards (PY19-20 to PY20-21)	Total Average Supply (PY19-20 to PY21-22)
	Southwestern	26	0	
	• Associate Degree	6	0	
	• Certificate 16 < 30 units	7	0	
	• Certificate 8 < 16 units	9	0	
	• Certificate 6 < 18 units	4	0	
1307.10	Restaurant and Food Services and Management	2	0	2
	San Diego Mesa	2	0	
	• Associate Degree	1	0	
	• Certificate 30 < 60 units	1	0	
	MiraCosta	0	0	
	• Associate Degree	0	0	
			Total For-credit	124
			Total Non-credit	379
			Total	503

Demand vs. Supply

Comparing labor demand (annual openings) with labor supply¹⁵ suggests that there is a **supply gap** for these occupations in San Diego County, with **5,687** annual openings and **503** awards. Comparatively, there are **57,245** annual openings in California and **2,500** awards, suggesting that there is a **supply gap** across the state¹⁶ (Exhibit 9).

Exhibit 9: Labor Demand (Annual Openings) Compared with Labor Supply (Average Annual Awards)

	Demand (Annual Openings)	Supply (Annual Awards)	Supply Gap or Oversupply
San Diego	5,687	503	5,184
California	57,245	2,500	54,745

Please note: This is a basic analysis of supply and demand of labor. The data does not include workers currently in the labor force who could fill these positions or workers who are not captured by publicly available data. This data should be used to discuss the potential gaps or oversupply of workers; however, it should not be the only basis for determining whether or not a program should be developed.

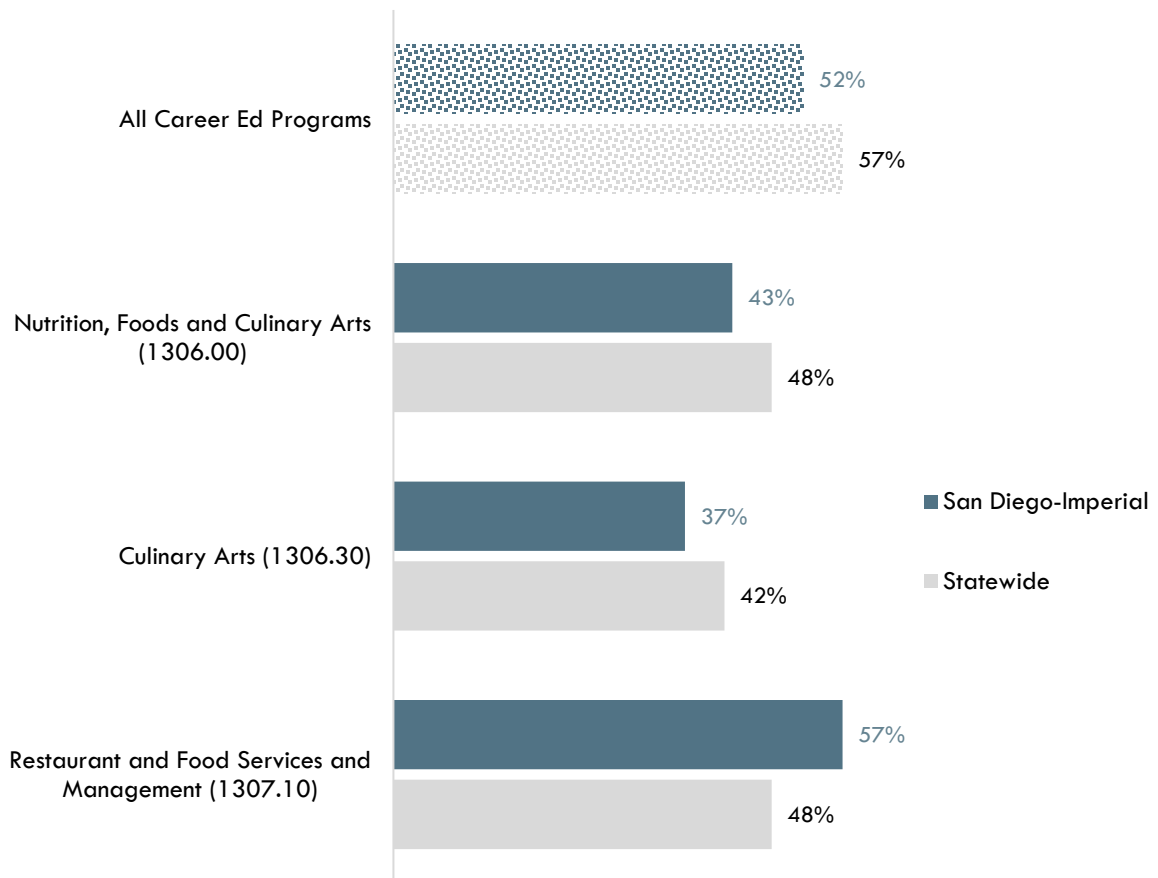
¹⁵ Labor supply can be found from two different sources: Lightcast or the California Community Colleges Chancellor's Office MIS Data Mart. Lightcast uses CIP codes while MIS uses TOP codes. Different coding systems result in differences in the supply numbers.

¹⁶ "Supply and Demand," Centers of Excellence Student Outcomes, coecc.net/our-resources.

Student Outcomes and Regional Comparisons

According to the California Community Colleges LaunchBoard, 37 to 57 percent of students in the San Diego-Imperial region earned a living wage after completing a program related to *Culinary Arts Occupations*, compared 42 to 48 percent statewide and 57 percent of students in Career Education programs in general across the state (Exhibit 10).¹⁷

Exhibit 10: Percentage of Students Who Earned a Living Wage by Program, PY2020-21¹⁸

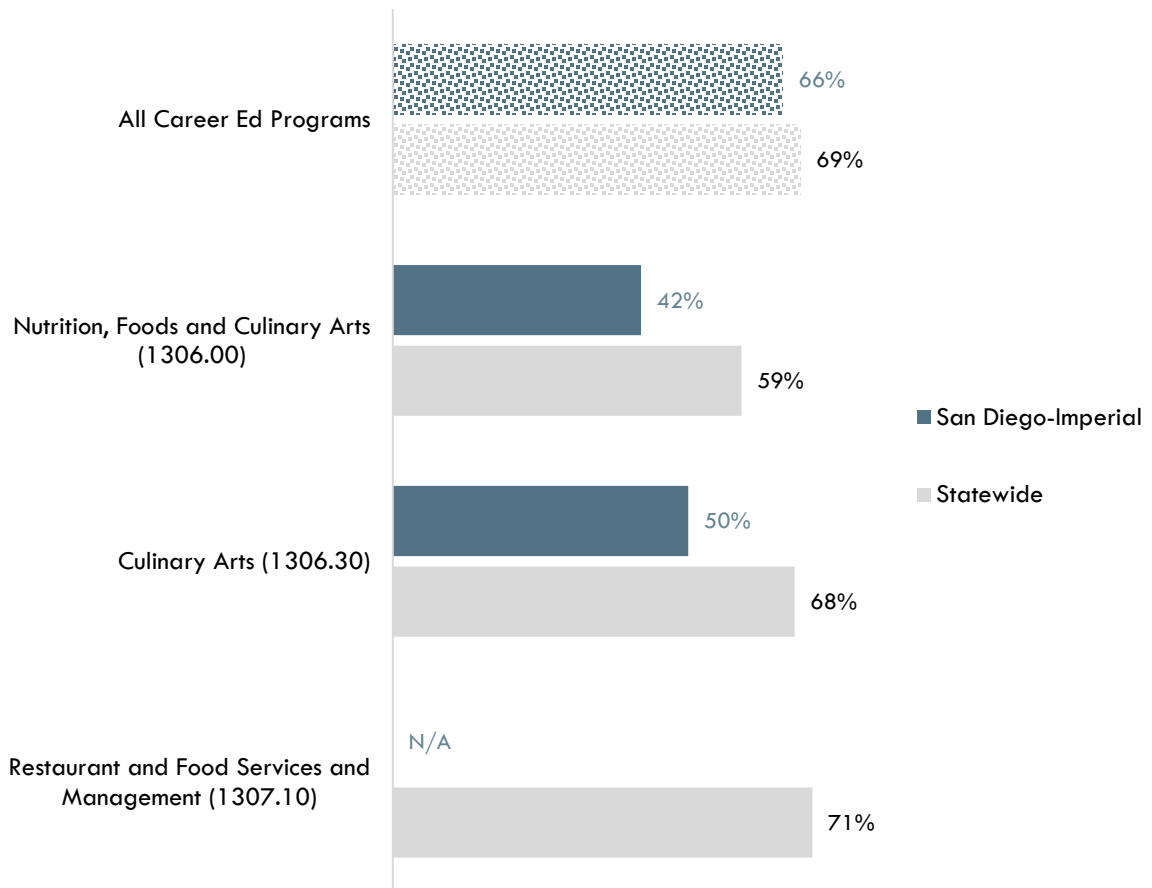


¹⁷ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

¹⁸ Most recent year with available data is Program Year 2020-21. Among completers and skills builders who exited, the percentage of students who attained a living wage.

According to the California Community Colleges LaunchBoard, 42 to 50 percent of students in the San Diego-Imperial region obtained a job closely related to their field of study after completing a program related to *Culinary Arts Occupations*, compared to 59 to 71 percent statewide and 69 percent of students in Career Education programs in general across the state (Exhibit 11).¹⁹

Exhibit 11: Percentage of Students in a Job Closely Related to Field of Study by Program, PY2019-20²⁰



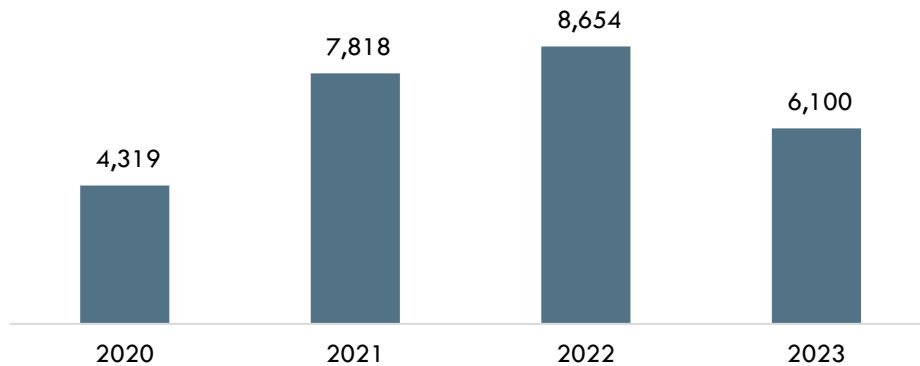
¹⁹ "California Community Colleges Strong Workforce Program," California Community Colleges, calpassplus.org/LaunchBoard/SWP.aspx.

²⁰ Most recent year with available data is Program Year 2019-20. Percentage of Students in a Job Closely Related to Field of Study: Among students who responded to the CTEOS, the percentage reporting employment in the same or similar field as their program of study.

Online Job Postings

This report analyzes not only historical and projected (traditional LMI) data, but also recent data from online job postings (real-time LMI). Online job postings may provide additional insight about recent changes in the labor market that are not captured by historical data. Between 2020 and 2023, there was an average of 6,723 online job postings per year for *Culinary Arts Occupations* in San Diego County (Exhibit 12). Please note that online job postings do **not** equal labor market demand; demand is represented by annual job openings (see Exhibit 1). While this brief includes online jobs postings data to help with curriculum development, the community colleges should note that this type of data is impacted by several variables: employers may post a position multiple times to increase the pool of applicants; a job posting can remain posted after a business decides not to fill a position; or an employer may use one posting to fill multiple positions, for example.

Exhibit 12: Number of Online Job Postings for *Culinary Arts Occupations* in San Diego County (2020-2023)²¹



²¹ Lightcast 2024.01; "Job Posting Analytics." 2020-2023.

Employers

Between January 1, 2021 and December 31, 2023, the top five employers in San Diego County for *Culinary Arts Occupations* were Starbucks, Hilton, Panera Bread, Marriott International, and Taco Bell based on online job postings (Exhibit 13).

Exhibit 13: Top Employers for Culinary Arts Occupations in San Diego County²²

Top Employers	
<ul style="list-style-type: none"> Starbucks Hilton Panera Bread Marriott International Taco Bell 	<ul style="list-style-type: none"> Hyatt Jack in the Box Sodexo Rubio's Restaurants Omni Hotels & Resorts

Skills

Exhibit 14 lists the top specialized, soft, and software skills that appeared in online job postings between January 1, 2021 and December 31, 2023.

Exhibit 14: Top Skills for Culinary Arts Occupations in San Diego County²³

Specialized Skills	Soft Skills	Software Skills
<ul style="list-style-type: none"> Restaurant Operation Cooking Food Safety And Sanitation Cash Handling Food Services Food Preparation Baking Food Quality Assurance And Control Retail Operations Cash Register Merchandising Purchasing General Mathematics Customer Complaint Resolution Menu Planning 	<ul style="list-style-type: none"> Customer Service Communication Management Operations Leadership Sanitation Cleanliness Lifting Ability Sales Interpersonal Communications Coaching Scheduling Planning Verbal Communication Skills Detail Oriented 	<ul style="list-style-type: none"> N/A

²² Lightcast 2024.01; "Job Posting Analytics." 2021-2023.

²³ Lightcast 2024.01; "Job Posting Analytics." 2021-2023.

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San Diego & Imperial Center of Excellence

SAN DIEGO & IMPERIAL COUNTIES

COMMUNITY COLLEGES

Important Disclaimers

All representations included in this report have been produced from primary research and/or secondary review of publicly and/or privately available data and/or research reports. This study examines the most recent data available at the time of the analysis; 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 the report 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.