

Labor Market Analysis for Program Review: 1306.30/Culinary Arts (Certificate of Achievement)

CVML Center of Excellence, September 2026



FOR LABOR MARKET RESEARCH
CENTRAL VALLEY/MOTHER LODE

Summary

Program LMI Endorsement	Endorsed: All LMI Criteria Met ☒	Endorsed: Some LMI Criteria Met ☐	Not LMI Endorsed ☐
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Program LMI Endorsement Criteria	
	Yes ☒ No ☐
Supply Gap:	<i>Comments:</i> There are projected to be 1,884 annual job openings throughout the SCV/SML subregion for <i>food service managers</i>-related middle-skill occupations, which are more than the 134 awards conferred by educational institutions in the SCV/SML subregion (CC + Non-CC). <i>Note:</i> Only middle-skill jobs are considered when determining supply gap. Including the below middle-skill occupation increases the overall annual job openings by 1,224 to a total of 3,108.
Living Wage: (Entry-Level as 25th Percentile):	<i>Comments:</i> All three <i>food service managers</i>-related middle-skill occupations included in this report have an entry-level hourly wage above the SCV/SML living wage of \$16.08. <i>Note:</i> Only middle-skill jobs are considered when determining living wage.
Education:	<i>Comments:</i> The typical entry-level education for the three <i>food service managers</i>-related middle-skill occupations is a high school diploma or equivalent. Additionally, between 36% and 38% of middle-skill workers have completed some college or an associate degree as their highest level of education. <i>Note:</i> Only middle-skill jobs are considered when determining education.

Emerging Occupation(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:

- Below Middle-Skill - denoted with a caret (^) throughout this report
 - Cooks, Restaurant (35-2014)^
- Middle-Skill
 - Food Service Managers (11-9051)
 - Chefs and Head Cooks (35-1011)

- First-Line Supervisors of Food Preparation and Serving Workers (35-1012)

Middle-skill occupations typically require a community college education while above middle-skill occupations typically require at least a bachelor's degree.

Based on the available data, there appears to be a supply gap for *food service managers*-related middle-skill occupations. In addition to all of the middle-skill occupations in this report having entry-level wages above the subregion's living wage, between 36% and 38% of middle-skill workers in this field have completed some college or an associate degree as their highest level of education. **Therefore, due to all of the 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 managers*-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
Cooks, Restaurant (35-2014)V	NCV/NML: 729 SCV/SML: 1,224	NCV/NML: 64 SCV/SML: 133	NCV/NML: \$17.91 SCV/SML: \$17.47	No formal educational credential	24%
Below Middle-Skill Total	1,953	197	-	-	-
Food Service Managers (11-9051)	NCV/NML: 228 SCV/SML: 290	NCV/NML: 64 SCV/SML: 133	NCV/NML: \$20.42 SCV/SML: \$20.93	High school diploma or equivalent	36%
Chefs and Head Cooks (35-1011)	NCV/NML: 130 SCV/SML: 188		NCV/NML: \$18.50 SCV/SML: \$17.93	High school diploma or equivalent	38%
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	NCV/NML: 786 SCV/SML: 1,406		NCV/NML: \$21.00 SCV/SML: \$19.74	High school diploma or equivalent	38%
Middle-Skill Total	3,028	197	-	-	-
Total	4,981		-	-	-

Demand:

- The number of jobs related to the three *food service managers*-related middle-skill occupations in this report are projected to increase 9% through 2030. There will be 1,884 annual job openings in the SCV/SML subregion.
- All three *food service managers*-related middle-skill occupations have an entry-level hourly wage above the living wage of \$16.08 in the SCV/SML subregion.
- There were 2,039 online job postings for the *food service managers*-related middle-skill 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, Restaurant*.
- National-level educational attainment data indicates that between 36% and 38% of middle-skill workers in the field have completed some college or an associate degree as their highest level of education.

Supply:

- Between 2022 and 2025, there was an average of 97 awards conferred by community colleges in the SCV/SML subregion.
- Between 2021 and 2024, non-community college institution in the SCV/SML subregion conferred an average of 37 awards in relevant programs.

Demand

Occupational Projections

Exhibit 2a shows the annual percent change in the below middle-skill job for *Cooks, Restaurant* from 2020 through 2030. The SCV/SML subregion experienced the highest growth in 2022 at 15%, compared to the 5% growth across all CA occupations. The SCV/SML subregion experienced a decline of 1% in 2025, compared to the 0% growth across all CA occupations. From 2027 to 2030, growth is projected to remain steady (at 2%) in the SCV/SML subregion.

Exhibit 2a (Below Middle-Skill) Annual Percent Change in Jobs for Cooks, Restaurant, 2020-2030

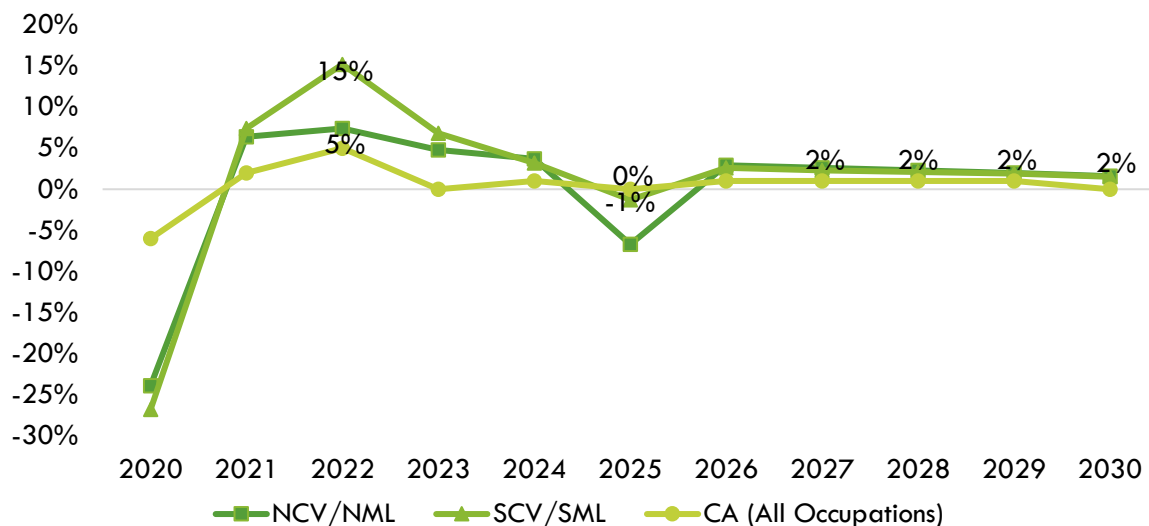


Exhibit 2b shows the annual percent change for the three *Supervisors of Food Preparation and Serving Worker*-related middle-skill occupations from 2020 through 2030. The SCV/SML subregion experienced the highest growth in 2021 at 22%, compared to the 2% growth across all CA occupations. The SCV/SML subregion experienced a decline of 1% in 2023, compared to the 0% growth across all CA occupations. From 2027 to 2030, growth is projected to remain steady (between 1% and 2%) in the SCV/SML subregion.

Exhibit 2b (Middle-Skill) Annual Percent Change in Jobs for Supervisors of Food Preparation and Serving Worker-Related Occupations, 2020-2030

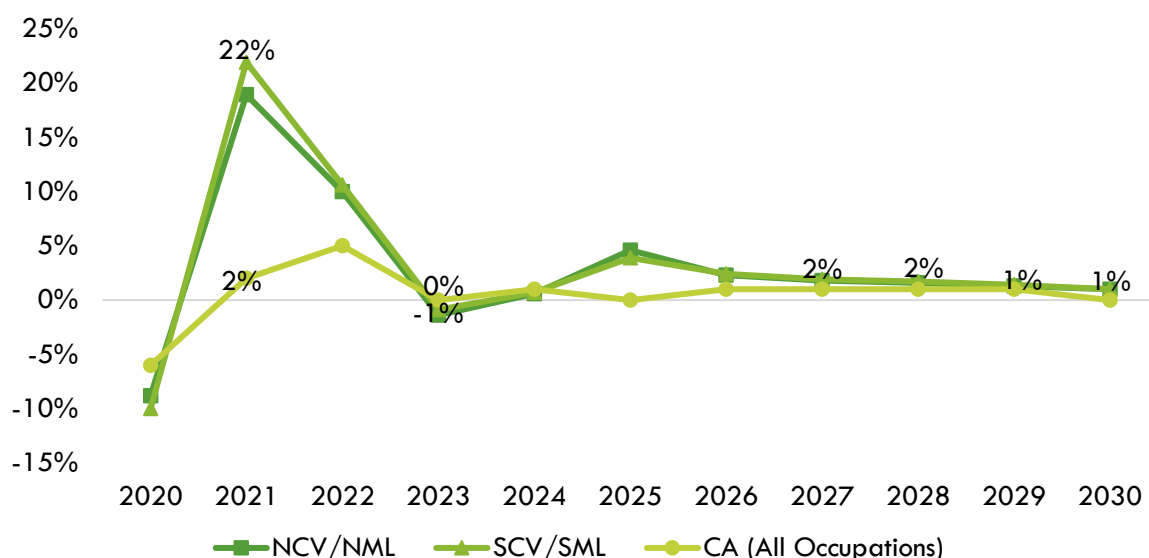


Exhibit 3a shows the five-year occupational demand projections for the *food service managers*-related below middle-skill occupation. In the SCV/SML subregion, the number of jobs related to this occupation is projected to increase by 11% through 2030. There are projected to be 1,224 jobs available annually in the SCV/SML subregion.

Exhibit 3a (Below Middle-Skill): Occupational Demand in NCV/NML, SCV/SML, and CVML¹

Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
NCV/NML	4,107	4,596	489	12%	729
SCV/SML	6,998	7,762	764	11%	1,224
CVML	11,105	12,358	1,253	11%	1,953

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

Exhibit 3b shows the five-year occupational demand projections for the three *food service managers*-related middle-skill occupations. In the SCV/SML subregion, the number of jobs related to these occupations are projected to increase by 9% through 2030. There are projected to be 1,884 jobs available annually in the SCV/SML subregion.

Exhibit 3b (Middle-Skill): Occupational Demand in NCV/NML, SCV/SML, and CVML

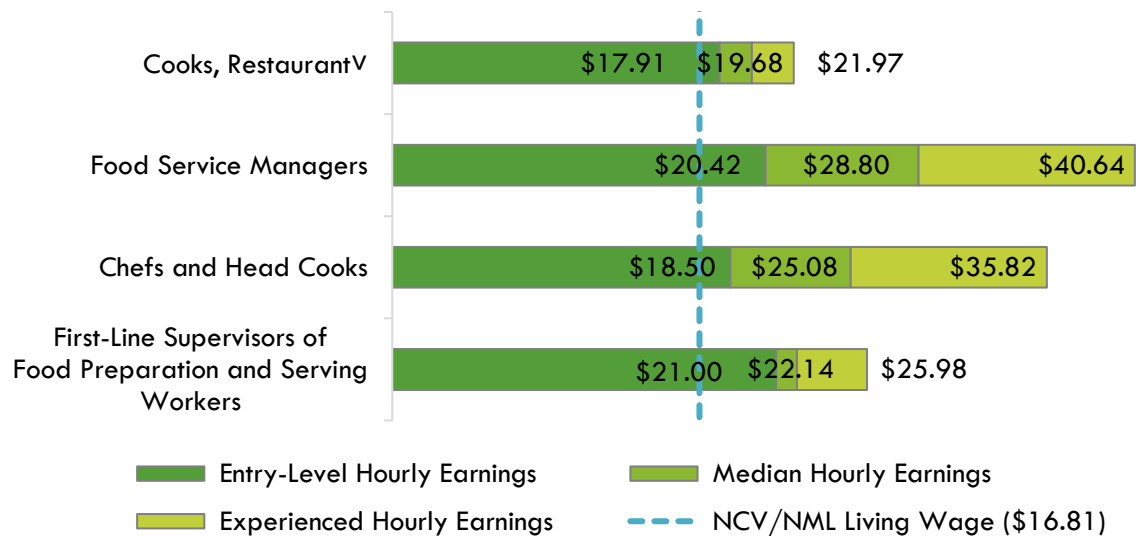
Geography	2025 Jobs	2030 Jobs	2025-2030 Change	2025-2030 % Change	Annual Openings
NCV/NML	7,562	8,176	614	8%	1,144
SCV/SML	12,200	13,244	1,044	9%	1,884
CVML	19,762	21,420	1,658	8%	3,028

Wages:

The labor market endorsement in this report considers the entry-level hourly wages for the four *food service managers*-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.

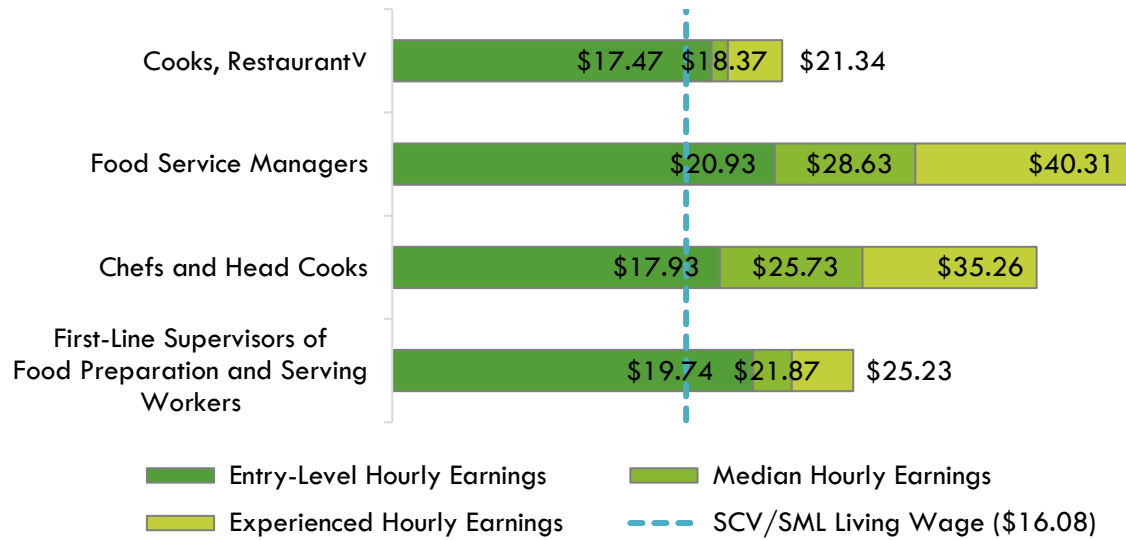
All four *food service managers*-related occupations have an entry-level hourly wage above the living wage for one adult in the NCV/NML subregion (\$16.81). The NCV/NML subregion average wage for these occupations is \$18.66, which is below the average statewide wage of \$20.77. Exhibit 4a shows the wage range for *food service managers*-related occupations and how they compare to the NCV/NML subregion's living wage.

Exhibit 4a: Wages by Occupation in NCV/NML



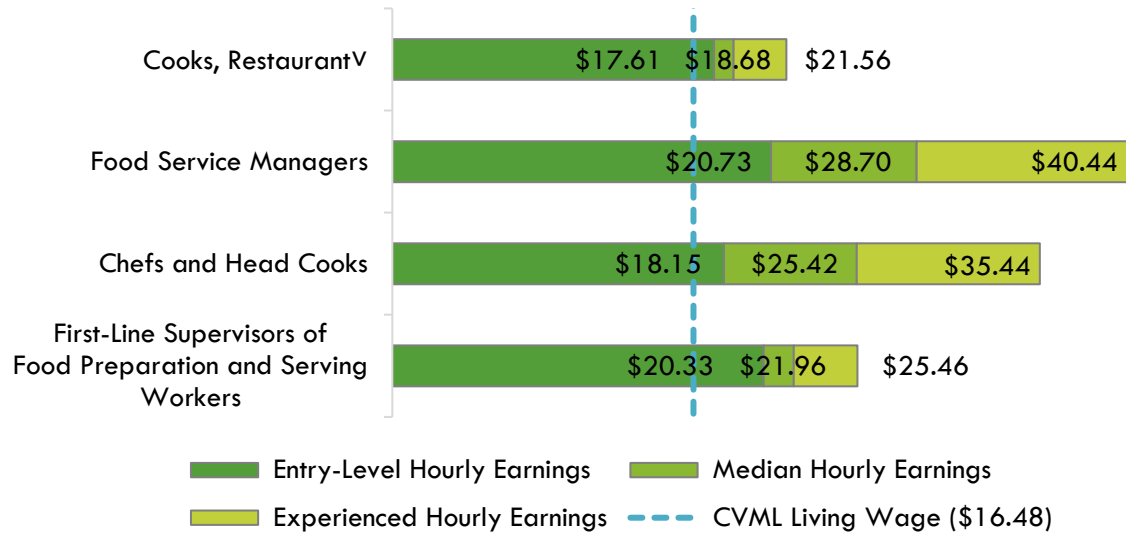
All four *food service managers*-related occupations have an entry-level hourly wage above the living wage for one adult in the SCV/SML subregion (\$16.08). The SCV/SML subregion average wage for these occupations is \$22.59, which is above the average statewide wage of \$20.77. Exhibit 4b shows the wage range for *food service managers*-related occupations and how they compare to the SCV/SML subregion's living wage.

Exhibit 4b: Wages by Occupation in SCV/SML



All four *food service managers*-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 \$17.19, which is below the average statewide wage of \$20.77. Exhibit 5 shows the wage range for *food service managers*-related occupations and how they compare to the CVML region's living wage.

Exhibit 5: Wages by Occupation in CVML



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 870 online job postings related to Cooks, Restaurant listed in the past 12 months (Exhibit 6a).

Exhibit 6a (Below Middle-Skill): Number of Job Postings (n=870)

Occupations	Job Postings	Percentage of Job Postings
Cooks, Restaurant	870	100%

There were 2,039 online job postings related to Supervisors of Food Preparation and Serving Worker-related occupations listed in the past 12 months (Exhibit 6b).

Exhibit 6b (Middle-Skill): Number of Job Postings (n=2,039)

Occupations	Job Postings	Percentage of Job Postings
Food Service Managers	1,079	53%
First-Line Supervisors of Food Preparation and Serving Workers	715	35%
Chefs and Head Cooks	245	12%

The top employers in the region for Cooks, Restaurant, by number of job postings, are shown in Exhibit 7a.

Exhibit 7a (Below Middle-Skill): Top Employers by Number of Job Postings (n=870)

Employers	Job Postings	Percentage of Job Postings
Compass Group	71	8%
Edjoin.Org	51	6%
Panda Express	34	4%

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

Employers	Job Postings	Percentage of Job Postings
Central Unified School District	20	2%
Delaware North	18	2%
Xanterra	14	2%
TravelCenters of America	13	1%
Aspen Skiing Company	12	1%
Angry Chickz	12	1%
Thomas Cuisine	12	1%

The top employers in the region for *Supervisors of Food Preparation and Serving Worker*-related occupations, by number of job postings, are shown in Exhibit 7b.

Exhibit 7b (Middle-Skill): Top Employers by Number of Job Postings (n=2,039)

Employers	Job Postings	Percentage of Job Postings
Domino's Pizza	139	7%
Taco Bell	136	7%
Compass Group	48	2%
Wendy's	42	2%
Pizza Hut	42	2%
Panda Express	39	2%
Chipotle	28	1%
Tri Star Foods	26	1%
Xanterra	26	1%
Baskin Robbins	25	1%

The top specialized, common, and software skills for *Cooks, Restaurant* are listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8a.

Exhibit 8a (Below Middle-Skill): Top Skills by Number of Job Postings (n=870)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Food Safety and Sanitation (425)	Communication (245)	Microsoft 365 (4)
Cooking (378)	Cleanliness (199)	Zoom (Video Conferencing Tool) (4)
Food Preparation (316)	Detail Oriented (146)	Spreadsheets (3)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Food Services (295)	Customer Service (135)	Order Management Systems (3)
Sanitation (295)	Operations (114)	Inventory Management System (2)
Restaurant Operation (178)	Teamwork (112)	Microsoft Office (2)
Lifting Ability (177)	Management (101)	Apache Ant (1)
Grilling (142)	Verbal Communication Skills (80)	-
Recipes (91)	Record Keeping (55)	-
Hazard Analysis and Critical Control Points (HACCP) (90)	Organizational Skills (54)	-

The top specialized, common, and software skills for *Supervisors of Food Preparation and Serving Worker*-related occupations are listed by those most frequently mentioned in job postings (denoted in parentheses) are shown in Exhibit 8b.

Exhibit 8b (Middle-Skill): Top Skills by Number of Job Postings (n=2,039)

Top Specialized Skills	Top Soft Skills	Top Computer Skills
Restaurant Operation (1091)	Customer Service (1119)	Microsoft Office (92)
Food Safety and Sanitation (842)	Management (1055)	Microsoft Excel (89)
Sanitation (702)	Leadership (994)	Inventory Management System (74)
Food Services (444)	Communication (993)	Microsoft Outlook (69)
Lifting Ability (438)	Operations (970)	Microsoft PowerPoint (52)
Cash Handling (422)	Cleanliness (725)	Applicant Tracking Systems (44)
Restaurant Management (405)	Sales (573)	Microsoft Word (31)
Cooking (380)	Training and Development (323)	Spreadsheets (20)
Food Quality Assurance and Control (357)	Planning (322)	UKG (Ultimate Kronos Group) (15)
Food Preparation (357)	Scheduling (322)	Microsoft Access (15)

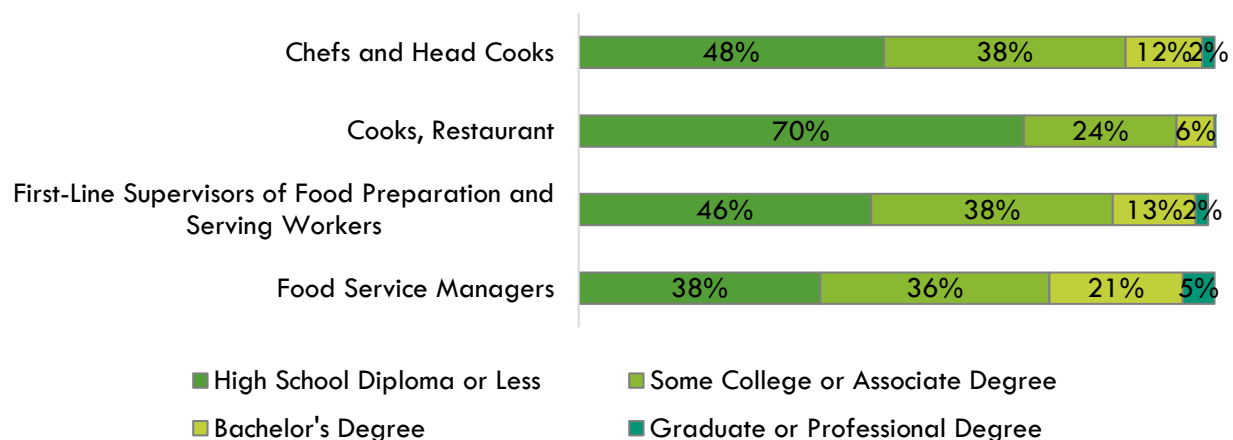
Educational Attainment:

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 a no formal educational credential as the typical entry-level education for *Cooks, Restaurant*. National-level educational attainment data indicates that between 36% and 38% of middle-skill 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 four *food service managers*-related occupations.

Of the 870 online job postings for the below middle-skill occupation, 40% (equivalent to 350 postings) of cumulative job postings listed a minimum education requirement in the SCV/SML subregion. Of the 350 postings, 94% (330) requested a high school or GED.

Of the 2,039 online job postings for the middle-skill occupations, 41% (equivalent to 842 postings) of cumulative job postings listed a minimum education requirement in the SCV/SML subregion. Of the 842 postings, 75% (633) requested a high school or GED.

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



Educational Supply

Community College Supply:

Exhibits 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 Lemoore (South).

Exhibit 10a: NCV/NML Community College Awards (Certificates and Degrees) 2022-23 through 2024-25

TOP Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1306.30	Culinary Arts	Columbia	27	33	29	30
		Merced	3	3	4	3
		San Joaquin Delta	13	21	35	23
Subtotal/Average			43	57	68	56
1307.10	Restaurant and Food Services and Management	Columbia	2	6	16	8
Subtotal/Average			2	6	16	8
NCV/NML Supply Grand Total			45	63	84	64

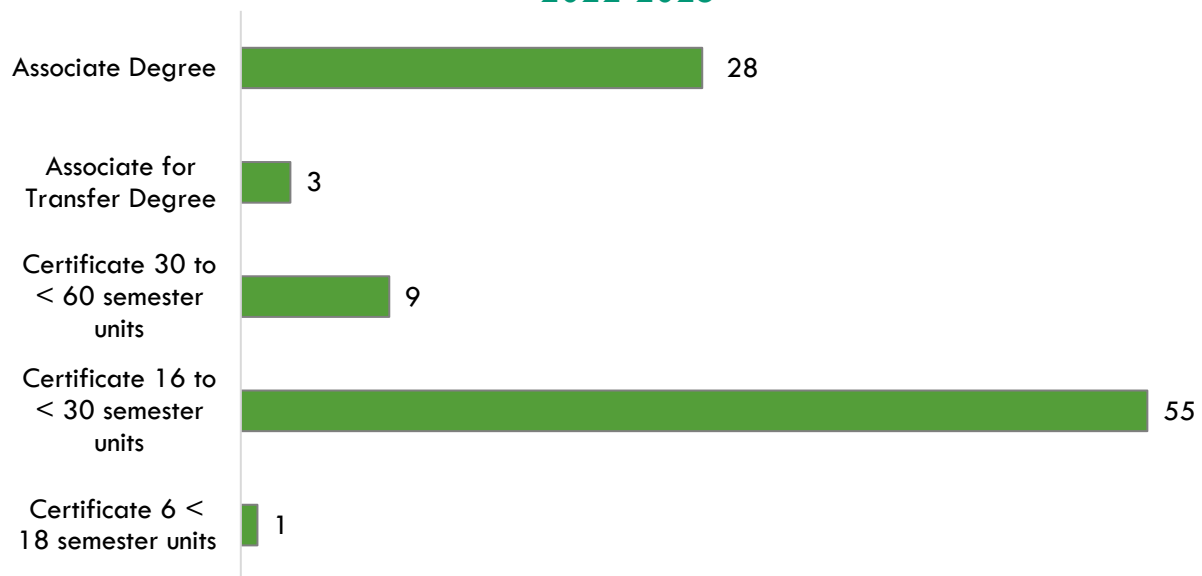
Exhibit 10b: SCV/SML Community College Awards (Certificates and Degrees) 2022-23 through 2024-25

TOP Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1306.30	Culinary Arts	Bakersfield	19	18	22	20
		Fresno City	-	6	5	4
		Lemoore	-	13	27	13
		Sequoias	25	37	42	35
Subtotal/Average			44	74	96	71
1307.00	Hospitality	Lemoore	-	11	17	9
Subtotal/Average			-	11	17	9

TOP Code	Program	College	2022-2023 Awards	2023-2024 Awards	2024-2025 Awards	3-Year Award Average
1307.10	Restaurant and Food Services and Management	Fresno City	6	3	2	4
		Lemoore	-	11	26	12
Subtotal/Average			6	14	28	16
SCV/SML Supply Grand Total			50	99	141	97

Exhibit 11 shows the annual average community college awards by type from 2022-23 through 2024-25. Of the 96 awards conferred in the SCV/SML subregion, 32% (31) of these awards were for an associate degree and an associate for transfer degree.

Exhibit 11: Annual Average Community College Awards (SCV/SML) by Type, 2022-2025



Community College Student Outcomes:

Exhibit 12 shows the Strong Workforce Program (SWP) metrics for programs related to Food Service Managers in Kern Community College District (KCCD), the SCV/SML subregion, the CVML region, and California.

Of the 12,102 culinary arts program students statewide in the 2024-2025 academic year, 8% (947) attended a CVML institution. KCCD students that exited culinary arts programs in the 2023-2024 academic year had greater median annual earnings (\$25,908) compared to all culinary arts students in SCV/SML subregion (\$25,684). Notably, 39% of CVML region culinary arts students attained a living wage, which is greater than the percentage of students who attained a living wage statewide (26%).

Exhibit 12: Culinary Arts (1306.30) Strong Workforce Program Metrics

SWP Metric	KCCD	SCV/SML Subregion	CVML Region	California
SWP Students	246	632	947	12,102
SWP Students Who Earned 9 or More Career Education Units in the District in a Single Year	38%	43%	43%	36%
SWP Students Who Completed a Noncredit CTE or Workforce Preparation Course	89%	76%	76%	75%
SWP Students Who Earned a Degree or Certificate or Attained Apprenticeship Journey Status	8%	12%	10%	9%
SWP Students Who Transferred to a Four-Year Postsecondary Institution	N/A	2%	3%	2%
SWP Students with a Job Closely Related to Their Field of Study	N/A	N/A	N/A	71%
Median Annual Earnings for SWP Exiting Students	\$25,908 (\$12.46)	\$25,684 (\$12.35)	\$29,352 (\$14.11)	\$35,148 (\$16.90)
Median Change in Earnings for SWP Exiting Students	60%	17%	30%	23%
SWP Exiting Students Who Attained the Living Wage	39%	34%	39%	26%



2024-2025



2023-2024



2022-2023



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. Exhibit 13 shows 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 2021 and 2024, non-community college institutions in the SCV/SML subregion conferred an average of 37 awards annually in related programs.

Exhibit 13: SCV/SML Subregional Non-Community College Awards, 2021-2024

CIP Code	Program	Institution	2021-22 Awards	2022-23 Awards	2023-24 Awards	3-Year Award Average
12.0501	Baking and Pastry Arts/Baker/Pastry Chef	Institute of Technology	34	39	37	37
Subtotal/Average			34	39	37	37
SCV/SML Supply Grand Total			34	39	37	37

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 CCCCCO 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 CCCCCO 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

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