



Culinary Arts (Baking) (TOP 1306.30)

February 2024

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 (Baking). 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 that align with this occupation group.

Key Findings

- In 2022, there were 2,751 jobs for Culinary Arts-related occupations in the South Central Coast Region.
- This number is expected to increase by 10% through 2027.
- Projections show approximately 440 annual openings in the region. An average of 142 awards were conferred in relevant programs, indicating an undersupply.
- Typical entry-level education ranges from no formal educational credential for Bakers to high school diploma or equivalent for Chefs and Head Cooks.

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 two 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
51-3011	Bakers	Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods.	Baker, Cake Decorator, Dough Mixer, Mixer, Pastry Chef, Scaler

Source: O*NET Online

Current and Future Employment

In the South Central Coast region, the number of jobs related to Culinary Arts occupations are expected to grow 10% through 2027. The occupation – Chefs and Head Cooks – is expected to grow the fastest, 10%.

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

SOC	Occupation	2022 Jobs	2027 Jobs	2022-2027 Change	2022-2027 % Change	Annual Openings
35-1011	Chefs and Head Cooks	1,268	1,398	130	10%	185
51-3011	Bakers	1,483	1,618	134	9%	255
		2,751	3,016	264	10%	440

Source: Lightcast™ Analyst 2023

Earnings

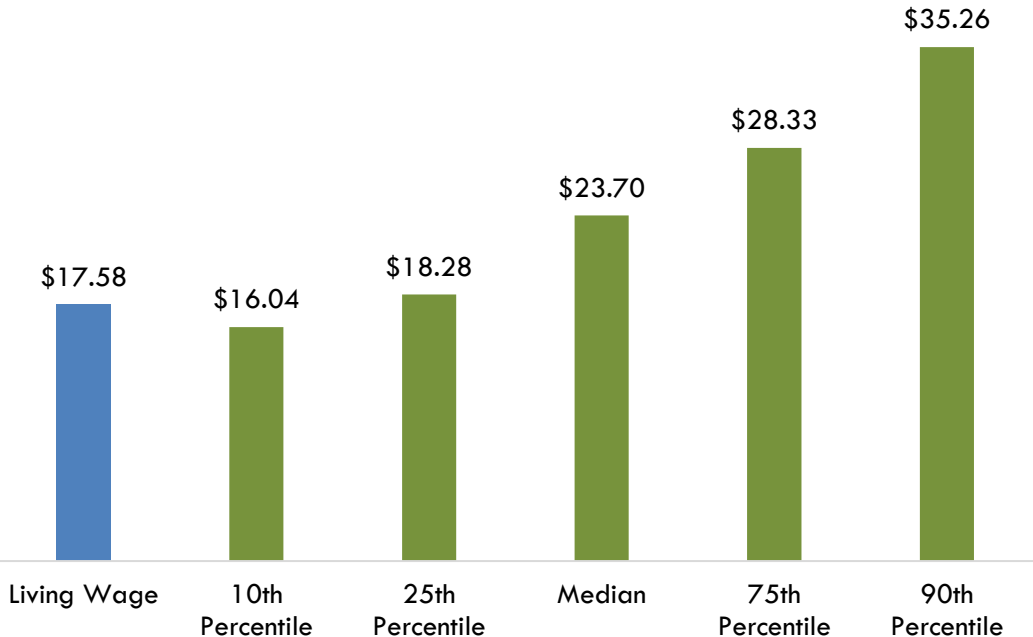
Exhibit 3 contains hourly wages and annual average earnings for these occupations. Entry-level hourly earnings are represented by the 25th percentile of wages, median hourly earnings are represented by the 50th percentile of wages, and experienced hourly earnings are represented by the 75th percentile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

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

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings
35-1011	Chefs and Head Cooks	\$21.10	\$30.02	\$38.06
51-3011	Bakers	\$15.45	\$17.39	\$18.60

Source: Lightcast™ Analyst 2023

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



Source: Family Needs Calculator (Living wage is based on Single Adult households with no children); Lightcast™ Analyst 2023

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 for professionals in a given 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
51-3011 Bakers

Top Occupations

In 2023, there were 1,272 employer postings for occupations related to Culinary Arts.

Exhibit 4 – Top Occupations by Job Postings

SOC Code	Occupation	Job Postings, Full Year 2023
51-3011	Bakers	657
35-1011	Chefs and Head Cooks	615
	Total	1,272

Source: Lightcast™ Analyst 2023

Top Titles

The top job titles for employers posting ads for jobs related to Culinary Arts are listed in Exhibit 5. Bakers is mentioned as the job title in 216 job postings.

Exhibit 5 – Job Titles

Title	Job Postings, Full Year 2023
Bakers	216
Sous Chefs	126
Bakery Clerks	88
Cake Decorators	76
Executive Chefs	64
Sushi Chefs	52
Chefs De Cuisine	49
Chefs	41

Source: Lightcast™ Analyst 2023

Top Employers

Exhibit 6 lists the major employers hiring professionals in the Culinary Arts field. The top employer posting job ads was Sprouts Farmers Market. The top worksite cities for these occupations were Santa Barbara, Thousand Oaks, Oxnard, San Luis Obispo, and Simi Valley.

Exhibit 6 – Top Employers

Employer	Job Postings, Full Year 2023
Sprouts Farmers Market	45
Panera Bread	42
Marriott International	41
Vallarta Supermarkets	39
Nothing Bundt Cakes	35
Compass Group	34
Albertsons	30
Hotel Californian	28

Source: Lightcast™ Analyst 2023

Skills

The tables in Exhibit 7 list employers' most commonly requested skills in job postings related to Culinary Arts. Cooking is the most sought-after specialized skill for employers. Sanitation was the most requested baseline skill. Microsoft Excel was the most requested software and programming skill.

Exhibit 7 – Specialized Skills

Skills	Job Postings, Full Year 2023
Cooking	269
Restaurant Operation	249
Baking	237
Food Safety And Sanitation	213
Food Preparation	199
Purchasing	141
Cake Decorating	140
Breads	126
Culinary Arts	112
Menu Planning	104

Source: Lightcast™ Analyst 2023

Exhibit 7b – Baseline Skills

Skills	Job Postings, Full Year 2023
Sanitation	412
Communication	356
Management	303
Customer Service	272
Operations	216
Cleanliness	206
Leadership	142
Lifting Ability	111
Positivity	107
Time Management	107

Source: Lightcast™ Analyst 2023

Exhibit 7c – Software and Programming Skills

Skills	Job Postings, Full Year 2023
Microsoft Excel	34
Microsoft Outlook	24
Microsoft Word	21
Microsoft Office	18
Microsoft PowerPoint	14

Source: Lightcast™ Analyst 2023

Education and Training

Exhibit 8 shows the typical entry-level education requirement for occupations of interest, along with the typical on-the-job training needed to attain competency in the occupation.

Exhibit 8 – 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
51-3011	Bakers	No formal educational credential	Long-term

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

Regional Completions and Openings

Between 2019 and 2022, there were 142 awards conferred in the South Central Coast region aligned with programs related to the occupations in this report.

Exhibit 9 – Three-Year Average of Awards Conferred in the Region

TOP Code	Program	3-Year Average (2019-2022)
1306.00	Nutrition, Foods, and Culinary Arts	48
1306.30	Culinary Arts	94
	Average	142

Source: Datamart

CCC Awards

Exhibit 10 shows the average number of awards granted by community colleges within programs historically dedicated to training for the two occupations included in this report.

Exhibit 10 – CCC Awards in the South Central Coast Region, 2019-2022 Average

CCC Programs	3-Year Average
Allan Hancock	23
Canyons	24
Cuesta	44
Moorpark	9
Oxnard	20
Santa Barbara	16
Ventura	6

Source: DataMart, 2023

Sources

O*Net Online, Lightcast™ Analyst 2023, 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.