** Nutrition Assistant Occupations**

**Labor Market Information Report**

**City College of San Francisco**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

March 2019

# Recommendation

Based on all available data, there appears to be a significant undersupply of Nutrition Assistant workers compared to the demand for this cluster of occupations in the Bay region and in the Mid-Peninsula sub-region (San Francisco and San Mateo Counties.) There is a projected annual gap of up to 5,866 students in the Bay region and up to 1,396 students in the Mid-Peninsula Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on Community Health Care Worker – TOP 1261.00 in the state and region. It is recommended that these data be reviewed to better understand how outcomes for students taking courses on this TOP code compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at City College of San Francisco (CCSF) and in the region.

# Introduction

This report profiles Nutrition Assistant Occupations in the 12 county Bay region and in the Mid-Peninsula sub-region for the revision of an existing program at City College of San Francisco. It is important to note that there is no Standard Occupational Classification (SOC) code for Nutrition Assistant that can provide traditional labor market data. Although some Food Preparation Workers and some Community Health Workers work as Nutrition Assistants or Nutrition Aides, many do not, therefore the annual openings total in Tables 1 and 2 of this report likely overstates the actual demand for Nutrition Assistant occupations.

|  |
| --- |
| * **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. |
| Entry-Level Educational Requirement: No formal *educational credential* |
| Training Requirement: Short-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 27% |
|  |
| * **Community Health Workers (SOC 21-1094):** Assist individuals and communities to adopt healthy behaviors. Conduct outreach for medical personnel or health organizations to implement programs in the community that promote, maintain, and improve individual and community health. May provide information on available resources, provide social support and informal counseling, advocate for individuals and community health needs, and provide services such as first aid and blood pressure screening. May collect data to help identify community health needs. Excludes “Health Educators” (21-1091). |
| Entry-Level Educational Requirement: High *school diploma or equivalent* |
| Training Requirement: Short-term *on-the-job training* |
| Percentage of Community College Award Holders or Some Postsecondary Coursework: 28*%* |

# Occupational Demand

**Table 1. Employment Outlook for Nutrition Assistant Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Food Preparation Workers | 29,991 | 32,086 | 2,095 | 7% | 27,879 | 5,576 | $10.53 | $13.10 |
| Community Health Workers | 2,010 | 2,263 | 253 | 13% | 1,510 | 302 | $13.41 | $23.19 |
| **Total** | **32,001** | **34,349** | **2,348** | **7%** | **29,389** | **5,878** | **$10.71** | **$13.73** |

*Source: EMSI 2019.1*

**Bay Region** includes Alameda, Contra Costa, Marin, Monterey, Napa, San Benito, San Francisco, San Mateo, Santa Clara, Santa Cruz, Solano and Sonoma Counties

**Table 2. Employment Outlook for Nutrition Assistant Occupations in Mid-Peninsula Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Food Preparation Workers | 7,019 | 7,541 | 522 | 7% | 6,553 | 1,311 | $10.51 | $12.70 |
| Community Health Workers | 595 | 670 | 76 | 13% | 445 | 89 | $13.22 | $18.35 |
| **TOTAL** | **7,614** | **8,211** | **597** | **8%** | **6,998** | **1,400** | **$10.72** | **$13.14** |

*Source: EMSI 2019.1*

**Mid-Peninsula Sub-Region** includes San Francisco and San Mateo Counties

### Job Postings in Bay Region and Mid-Peninsula Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (March 2018 - Feb 2018)**

| Occupation | Bay Region | Mid-Peninsula |
| --- | --- | --- |
| Food Preparation Workers | 2,668 | 776 |
| Community Health Workers | 117 | 51 |
| **Total** | **2,785** | **827** |

*Source: Burning Glass*

**Table 4. Top Job Titles for Nutrition Assistant Occupations for latest 12 months (March 2018 - Feb 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Common Title | Bay | Mid-Peninsula | Common Title | Bay | Mid-Peninsula |
| Food Prep | 285 | 88 | Food Expeditor | 37 | 17 |
| Kitchen Helper | 274 | 61 | Cook | 31 | 16 |
| Kitchen Staff | 240 | 59 | Prep Cook | 29 | 0 |
| Kitchen Assistant | 170 | 43 | Community Liaison | 27 | 9 |
| Dish Washer | 133 | 33 | Kitchen Crew | 27 | 5 |
| Service & Kitchen Team | 102 | 9 | Prepared Foods Production Team Member | 27 | 11 |
| Kitchen Crew Member | 68 | 22 | Kitchen Prep | 26 | 12 |
| Kitchen Help | 67 | 22 | Food Preparer | 24 | 7 |
| Cold Food Salad | 58 | 29 | Kitchen Utility | 24 | 6 |
| Cashier/Crew Member | 50 | 13 | Food Cashier | 23 | 9 |
| Cashier | 49 | 22 | Team Member/Maker, Food Service Industry | 23 | 10 |
| Expeditor | 49 | 4 | Kitchen Team Member | 21 | 4 |
| Food team member | 48 | 5 | Cook's Helper | 19 | 0 |
| Prepared Foods Team Member | 47 | 8 | Crew Member/Team Member, Food Service Industry | 18 | 7 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Nutrition Assistant Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2017) | Jobs in Industry (2022) | % Change (2017-22) | % in Industry (2017) |
| Full-Service Restaurants (722511) | 8,253 | 8,210 | 5% | 25.5% |
| Supermarkets and Other Grocery (except Convenience) Stores (445110) | 5,475 | 5,487 | 5% | 17.0% |
| Limited-Service Restaurants (722513) | 4,719 | 4,738 | 6% | 14.7% |
| Snack and Nonalcoholic Beverage Bars (722515) | 1,645 | 1,687 | 16% | 5.2% |
| Food Service Contractors (722310) | 1,414 | 1,510 | 26% | 4.7% |
| Caterers (722320) | 981 | 1,003 | 17% | 3.1% |
| Local Government, Excluding Education and Hospitals (903999) | 601 | 605 | 5% | 1.9% |
| Elementary and Secondary Schools (Local Government) (903611) | 522 | 517 | 1% | 1.6% |
| Nursing Care Facilities (Skilled Nursing Facilities) (623110) | 523 | 515 | 0% | 1.6% |
| Services for the Elderly and Persons with Disabilities (624120) | 411 | 418 | 23% | 1.3% |
| General Medical and Surgical Hospitals (622110) | 412 | 407 | (6%) | 1.3% |
| Hotels (except Casino Hotels) and Motels (721110) | 394 | 397 | 1% | 1.2% |

*Source: EMSI 2019.1*

**Table 6. Top Employers Posting Nutrition Assistant Occupations in Bay Region and Mid-Peninsula Sub-Region (March 2018 - Feb 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | Mid-Peninsula |
| Whole Foods Market, Inc. | 226 | Sur La Table | 20 | Marriott International Incorporated | 54 |
| Panda Express | 151 | Compass Group Usa Incorporated | 14 | Whole Foods Market, Inc. | 48 |
| Marriott International Incorporated | 120 | Tender Greens | 14 | Panera Bread | 29 |
| Panera Bread | 79 | Curry Up Now | 13 | Specialtys Cafe Bakery | 29 |
| Specialtys Cafe Bakery | 61 | Impossible Foods | 13 | Panda Express | 20 |
| Aramark | 48 | California Parks Company | 12 | Compass Group Plc United States | 12 |
| Asian Box | 40 | Jersey Mike's | 12 | Jack in the Box | 12 |
| Brookdale Senior Living | 40 | Kikka Sushi | 12 | Asian Box | 10 |
| Brookdale Corporation | 32 | YMCA | 12 | Compass Corporation | 9 |
| Jack in the Box | 31 | Lsg Sky Chefs | 10 | Impossible Foods | 8 |
| Compass Group | 29 | Nanyang Kitchen | 10 | Lsg Sky Chefs | 8 |
| The Counter Burgers | 27 | Nothing Bundt Cakes | 10 | Compass Group | 7 |
| Compass Group Plc United States | 24 | The Counter Burger | 10 | Corner Bakery Cafe | 7 |
| Denny's | 24 | Bon Appetit Management Company | 9 | Guckenheimer | 7 |
| Corner Bakery Cafe | 23 | Compass Corporation | 9 | Compass Group Usa Incorporated | 6 |

*Source: Burning Glass*

# Educational Supply

There are four community colleges in the Bay Region issuing 12 awards on average annually (last 3 years) on TOP 1261.00 - Community Health Care Worker. There are two colleges in the Mid-Peninsula Sub-Region issuing 4 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on Community Health Care Worker – TOP 1261.00 in the Bay Region**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Headcount | Associates | Certificates | Total |
| **Canada** | Mid-Peninsula | n/a |  | 2 | 2 |
| **Mission** | Silicon Valley | n/a | 3 | 0 | 3 |
| **San Francisco** | Mid-Peninsula | 284 |  | 2 | 2 |
| **Santa Rosa** | North Bay | 26 |  | 5 | 5 |
| **Total Bay Region** | | **310** | **3** | **9** | **12** |
| **Total Mid-Peninsula Sub-Region** | | **274** | **0** | **4** | **4** |

# *Source: IPEDS, Data Mart and Launchboard*

NOTE: Headcount of students who took one or more courses is for 2016-17. The annual average for awards is 2014-17 unless there are only awards in 2016-17. The annual average for other postsecondary is for 2013-16.

# Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with up to 5,878 annual openings for the Nutrition Assistant occupational cluster and 12 annual (3-year average) awards for an annual undersupply of 5,866. In the Mid-Peninsula Sub-Region, there is also a gap with up to 1,400 annual openings and 4 annual (3-year average) awards for an annual undersupply of 1,396.

# Student Outcomes

**Table 8. Four Employment Outcomes Metrics for Students Who Took Courses on Community Health Care Worker – TOP 1261.00**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay  (All CTE Programs) | City College of San Francisco (All CTE Programs) | State (1261.00) | Bay (1261.00) | Mid-Peninsula (1261.00) | City College of San Francisco (1261.00) |
| % Employed Four Quarters After Exit | 74% | 72% | 71% | 71% | 71% | 71% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $10,170 | $8,440 | $8,440 | $8,641 | $8,400 |
| Median % Change in Earnings | 46% | 50% | 66% | 66% | 47% | 47% |
| % of Students Earning a Living Wage | 63% | 55% | 47% | 47% | 47% | 46% |

*Source: Launchboard Pipeline (version available on 3/8/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Nutrition Assistant Occupations in Bay Region (March 2018 - Feb 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Food Preparation | 828 | Machinery | 136 | Quality Assurance and Control | 38 |
| Cleaning | 739 | Food Service Experience | 126 | Mental Health | 37 |
| Cooking | 628 | Lifting Ability | 122 | Personal Protective Equipment (PPE) | 37 |
| Customer Service | 424 | Asset Protection | 109 | Case Management | 36 |
| Food Safety | 360 | Hazard Analysis Critical Control Point (HACCP) | 100 | Description and Demonstration of Products | 36 |
| Merchandising | 202 | Product Knowledge | 86 | Data Entry | 33 |
| Basic Mathematics | 197 | Pandas | 83 | Restaurant Industry Knowledge | 32 |
| Customer Contact | 180 | Cash Control | 81 | Point of Sale System | 30 |
| Sales | 180 | Cash Handling | 79 | Packaging | 29 |
| Retail Industry Knowledge | 173 | Guest Services | 67 | Nutrition Services | 27 |
| Customer Checkout | 172 | Allergies | 52 | Forklift Operation | 26 |
| Restaurant Experience | 167 | Property Auditing | 52 | Product Assortment | 26 |
| Meal Preparation | 160 | Food Delivery | 47 | Retail Sales | 25 |
| Scheduling | 157 | Expediting Orders | 41 | Meal Serving | 24 |
| Safety Training | 137 | Inventory Labeling | 40 | Sales Goals | 24 |

*Source: Burning Glass*

**Table 10. Certifications for Nutrition Assistant Occupations in the Bay Region (March 2018 - Feb 2018)**

Note: 75% of records have been excluded because they do not include a certification. As a result, the chart below may not be representative of the full sample.

|  |  |  |  |
| --- | --- | --- | --- |
| Certification | Postings | Certification | Postings |
| Food Handler Certification | 433 | Alcohol Server Certification | 1 |
| Food Service Certification | 176 | Carpentry Certification | 1 |
| ServSafe | 165 | Cash Handling Certification | 1 |
| Driver's License | 93 | CDL Class C | 1 |
| First Aid CPR AED | 17 | Cosmetology License | 1 |
| Counseling Certification | 4 | HIV Counseling | 1 |
| Leadership In Energy And Environmental Design (LEED) Certified | 4 | Licensed Mental Health Counselor (LMHC) | 1 |
| Certified Occupational Therapy Assistant (COTA) | 3 | Licensed Vocational Nurse (LVN) | 1 |
| Community Health Certificate | 3 | Registered Dietitian | 1 |
| Training For Intervention Procedures (TIPS) Certification | 3 | Social Work License | 1 |
| Conflict Resolution | 2 | Alcohol Server Certification | 1 |

*Source: Burning Glass*

**Table 11. Education Requirements for Nutrition Assistant Occupations in Bay Region**

Note: 80% of records have been excluded because they do not include a degree level. As a result, the chart below may not be representative of the full sample.

|  |  |
| --- | --- |
| Education (minimum advertised) | Latest 12 Mos. Postings |
| High school or vocational training | 505 (90%) |
| Associate Degree | 4 (1%) |
| Bachelor’s Degree or Higher | 51 (9%) |

*Source: Burning Glass*

# Methodology

Occupations for this report were identified by use of skills listed in O\*Net descriptions and job descriptions in Burning Glass. Labor demand data is sourced from Economic Modeling Specialists International (EMSI) occupation data and Burning Glass job postings data. Educational supply and student outcomes data is retrieved from multiple sources, including CTE Launchboard and CCCCO Data Mart.

# Sources

O\*Net Online

Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)

CTE LaunchBoard [www.calpassplus.org/Launchboard/](http://www.calpassplus.org/Launchboard/)

Statewide CTE Outcomes Survey

Employment Development Department Unemployment Insurance Dataset

Living Insight Center for Community Economic Development

Chancellor’s Office MIS system

# Contacts

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