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**Entry Level Restaurant Prep Occupations**

**Labor Market Information Report**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

September 2018

# Recommendation

Based on all available data, there appears to be a significant undersupply of Entry Level Restaurant Prep workers compared to the demand for this cluster of occupations in the Bay region and in the SC-Monterey sub-region (Monterey, San Benito, and Santa Cruz Counties). The gap is about 31,410 students annually in the Bay region and 2,635 in the SC-Monterey.

This report also provides student outcomes data on employment and earnings for programs on TOP 1306.00 - Nutrition, Foods, and Culinary Arts and TOP 1306.30 - Culinary Arts in the state and region. It is recommended that this data be reviewed to better understand how outcomes for students taking courses on these TOP codes compare to potentially similar programs at colleges in the state and region, as well as to outcomes across all CTE programs at Cabrillo College and in the region.

# Introduction

This report profiles Entry Level Restaurant Prep Occupations in the 12 county Bay region and in the SC-Monterey sub-region for a proposed new certificate program at Cabrillo College.

|  |
| --- |
| * **Combined Food Preparation and Serving Workers, Including Fast Food (SOC 35-3021):** Perform duties which combine preparing and serving food and nonalcoholic beverages.
 |
| *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: 31%* |
|  |
| * **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.
 |
| *Entry-Level Educational Requirement: High school diploma or equivalent* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 39%* |
|  |
| * **Cooks, Restaurant (SOC 35-2014):** 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.
 |
| *Entry-Level Educational Requirement: No formal educational credential* |
| *Training Requirement: Moderate-term on-the-job training* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 24%* |
|  |
| * **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.
 |
| *Entry-Level Educational Requirement: High school diploma or equivalent* |
| *Training Requirement: None* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 40%* |
|  |
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| --- |
| * **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%* |

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|  |
| * **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).
 |
| *Entry-Level Educational Requirement: No formal educational credential* |
| *Training Requirement: Long-term on-the-job training* |
| *Percentage of Community College Award Holders or Some Postsecondary Coursework: 29%* |

# Occupational Demand

**Table 1. Employment Outlook for Entry Level Restaurant Prep Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Combined Food Preparation and Serving Workers, Including Fast Food | 85,587 | 97,346 | 11,759 | 14% | 94,333 | 18,867 | $10.01  | $11.41  |
| Cooks, Restaurant | 37,112 | 42,225 | 5,114 | 14% | 32,569 | 6,514 | $10.44  | $13.77  |
| Food Preparation Workers | 30,744 | 33,701 | 2,957 | 10% | 29,828 | 5,966 | $10.05  | $12.20  |
| First-Line Supervisors of Food Preparation and Serving Workers | 23,344 | 26,365 | 3,021 | 13% | 20,382 | 4,076 | $11.33  | $17.39  |
| Bakers | 8,192 | 8,772 | 580 | 7% | 6,484 | 1,297 | $10.36  | $13.56  |
| Chefs and Head Cooks | 6,789 | 7,554 | 766 | 11% | 5,163 | 1,033 | $11.73  | $21.33  |
| **Total** | **161,024** | **182,263** | **21,239** | **13%** | **158,930** | **31,786** | **$10.39**  | **$13.35**  |

*Source: EMSI 2018.2*

**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 Entry Level Restaurant Prep Occupations in SC-Monterey Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2017 Jobs | 2022 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Combined Food Preparation and Serving Workers, Including Fast Food | 7,261 | 8,149 | 888  | 12% | 7,845 | 1,569 | $10.00  | $10.56  |
| First-Line Supervisors of Food Preparation and Serving Workers | 1,955 | 2,164 | 209  | 11% | 1,649 | 330 | $10.56  | $14.31  |
| Cooks, Restaurant | 3,411 | 3,765 | 354  | 10% | 2,840 | 568 | $10.92  | $14.05  |
| Food Preparation Workers | 2,291 | 2,485 | 193  | 8% | 2,185 | 437 | $10.00  | $11.22  |
| Bakers | 768 | 832 | 64  | 8% | 621 | 124 | $10.44  | $13.53  |
| Chefs and Head Cooks | 543 | 588 | 46  | 8% | 393 | 79 | $12.19  | $20.38  |
| **TOTAL** | **13,938** | **15,499** | **1,561**  | **11%** | **13,347** | **2,670** | **$10.41**  | **$12.48**  |

*Source: EMSI 2018.2*

**SC-Monterey Sub-Region** includes Monterey, San Benito, and Santa Cruz Counties

### Job Postings in Bay Region and SC-Monterey Sub-Region

**Table 3. Number of Job Postings by Occupation for latest 12 months (Sept 2017 - Aug 2018)**

|  |  |  |  |
| --- | --- | --- | --- |
| Occupation | Bay Region | 4 Counties | SC-Monterey |
| Combined Food Preparation and Serving Workers, Including Fast Food (35-3021.00) | 6,651 | 2,086 | 254 |
| Cooks, Restaurant (35-2014.00) | 6,339 | 1,841 | 182 |
| First-Line Supervisors of Food Preparation and Serving Workers (35-1012.00) | 4,328 | 1,181 | 141 |
| Chefs and Head Cooks (35-1011.00) | 2,390 | 701 | 45 |
| Food Preparation Workers (35-2021.00) | 1,725 | 488 | 27 |
| Bakers (51-3011.00) | 1,422 | 333 | 26 |
| **Total** | **22,855** | **6,630** | **675** |

*Source: Burning Glass*

**Table 4. Top Job Titles for Entry Level Restaurant Prep Occupations for latest 12 months (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Common Title | Bay | 4 Counties | SC-Monterey | Common Title | Bay | 4 Counties | SC-Monterey |
| Cook | 3,092 | 835 | 99 | Crew Member | 234 | 84 |  |
| Line Cook | 1,929 | 489 | 62 | Attendant, Catering | 227 | 13 | 5 |
| Prep Cook | 987 | 354 | 20 | Shift Leader | 223 | 59 |  |
| Food Service Worker | 870 | 327 | 33 | Dish Washer | 213 | 70 |  |
| Sous Chef | 789 | 238 | 10 | Food Prep | 206 | 69 |  |
| Chef | 726 | 187 | 15 | Crew | 180 | 57 | 10 |
| Team Member | 720 | 224 | 27 | Pastry Cook | 164 | 24 |  |
| Executive Chef | 525 | 182 | 15 | Cashier | 158 | 45 |  |
| Restaurant Crew | 452 | 151 | 28 | Kitchen Helper | 158 | 42 |  |
| Shift Lead | 440 | 107 |  | Bakery Clerk | 149 | 39 | 5 |
| Baker | 417 | 105 |  | Restaurant Supervisor | 149 | 62 | 18 |
| Food team member | 266 | 64 | 9 | Cake Decorator | 145 | 38 |  |
| Service Shopper | 264 | 45 | 18 | Kitchen Staff | 142 | 49 |  |
| Deli Clerk | 248 | 12 | 5 | Store Supervisor | 132 | 16 |  |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Entry Level Restaurant Prep 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) |
| Limited-Service Restaurants (722513) | 62,633 | 71,069 | 13% | 32.3% |
| Full-Service Restaurants (722511) | 52,271 | 57,848 | 11% | 27.0% |
| Snack and Nonalcoholic Beverage Bars (722515) | 21,488 | 26,098 | 21% | 11.1% |
| Supermarkets and Other Grocery (except Convenience) Stores (445110) | 10,190 | 10,935 | 7% | 5.3% |
| Food Service Contractors (722310) | 6,816 | 8,500 | 25% | 3.5% |
| Caterers (722320) | 4,881 | 6,014 | 23% | 2.5% |
| Hotels (except Casino Hotels) and Motels (721110) | 4,493 | 4,617 | 3% | 2.3% |
| Elementary and Secondary Schools (Local Government) (903611) | 3,077 | 3,366 | 9% | 1.6% |
| Cafeterias, Grill Buffets, and Buffets (722514) | 2,590 | 2,801 | 8% | 1.3% |
| Commercial Bakeries (311812) | 1,428 | 1,412 |  (1%) | 0.7% |
| Retail Bakeries (311811) | 1,396 | 1,405 | 1% | 0.7% |
| Drinking Places (Alcoholic Beverages) (722410) | 1,381 | 1,516 | 10% | 0.7% |
| Unclassified Industry (999999) | 1,203 | 1,731 | 44% | 0.6% |
| Local Government, Excluding Education and Hospitals (903999) | 1,073 | 1,144 | 7% | 0.6% |
| Nursing Care Facilities (Skilled Nursing Facilities) (623110) | 998 | 1,058 | 6% | 0.5% |
| Mobile Food Services (722330) | 745 | 984 | 32% | 0.4% |
| Colleges, Universities, and Professional Schools (State Government) (902612) | 709 | 783 | 10% | 0.4% |

*Source: EMSI 2018.3*

**Table 6. Top Employers Posting Entry Level Restaurant Prep Occupations in Bay and SC-Monterey Sub-Region (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | 4 Counties | Employer | SC-Monterey |
| Marriott International Incorporated | 972 | Compass Group | 252 | Destination Hotels & Resorts | 41 |
| Whole Foods Market, Inc. | 874 | Whole Foods Market | 227 | Chipotle Mexican Grill | 29 |
| Chipotle Mexican Grill | 593 | Compass Group PLC | 226 | Bjs Restaurants Incorporated | 22 |
| Compass Group Plc United States | 504 | Aramak | 200 | Greenfield Union School District County | 22 |
| Compass Group | 423 | Chipotle Mexican Grill | 195 | Salinas City Elementary | 22 |
| Bon Appetit Management Company | 366 | Bon Appetit Management | 164 | Hyatt | 20 |
| Aramark | 337 | Marriott International | 146 | Instacart | 19 |
| Instacart | 279 | Stanford University | 92 | Pebble Beach Resorts | 15 |
| Bjs Restaurants Incorporated | 244 | Hilton Hotel Corp | 77 | Aramark | 14 |
| Panera Bread | 239 | Boston Market | 68 | Carmel Valley Ranch Resort | 14 |
| Boston Market | 229 | BJs Restaurants Inc | 61 | Pilot Flying J | 14 |
| Panda Express | 215 | Instacart | 58 | Big Sur Lodge | 13 |
| Hilton Hotel Corporation | 202 | Destination Hotels & Resorts | 55 | Psc Industrial Services | 13 |
| Target | 198 | Sodexo | 53 | Sanctuary Beach Resort | 13 |
| Taco Bell | 186 | Target | 52 | Compass Group Plc United States | 11 |
| Sprouts Farmers Markets | 161 | Hyatt | 49 | Target | 11 |
| Honor Home Care | 160 | Compass Group USA | 48 | Whole Foods Market, Inc. | 11 |

*Source: Burning Glass*

# Educational Supply

There are three colleges in the Bay Region issuing 25 awards annually on TOP 1306.00 - Nutrition, Foods, and Culinary Arts and seven colleges issuing 352 awards annually on TOP 1306.30 - Culinary Arts for a total of 377 awards annually in the region. Cabrillo is the only community college in the SC-Monterey sub-region with a program on these TOP codes, issuing 35 awards annually.

**Table 7. Awards on TOP 1306.00 - Nutrition, Foods, and Culinary Arts and TOP 1306.30 - Culinary Arts in the Bay Area**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| College | Sub-Region | TOP Code | Headcount | Associates | Certificates | Noncredit | Total |
| Canada | Mid-Peninsula | 130600 | 195 | 1 |  |  | 1 |
| Diablo Valley | East Bay | 130600 | 1,470 | 2 |  |  | 2 |
| San Francisco | Mid-Peninsula | 130600 | 16 |  | 22 |  | 22 |
| Cabrillo | Santa Cruz & Monterey | 130630 | 863 | 10 | 25 |  | 35 |
| Contra Costa | East Bay | 130630 | 229 | 4 | 27 |  | 31 |
| Diablo Valley | East Bay | 130630 | 381 | 12 | 40 |  | 52 |
| Laney | East Bay | 130630 | 391 | 21 | 40 |  | 61 |
| San Francisco | Mid-Peninsula | 130630 |  | 27 |  |  | 27 |
| San Francisco Ctrs | Mid-Peninsula | 130630 | 65 |  |  | 31 | 31 |
| Santa Rosa | North Bay | 130630 | 550 | 13 | 102 |  | 115 |
| **Total Bay Region** |  |  **4,160**  |  **90**  |  **256**  |  **31**  |  **377**  |
| **Total SC-Monterey Sub-Region** |  |  **863**  |  **10**  |  **25**  |  **-**  |  **35**  |

# *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 31,786 annual openings for the Entry Level Restaurant Prep occupational cluster and 377 annual awards for an annual undersupply of 31,409. In the SC-Monterey sub-region, there is also a gap with 2,670 annual openings and 35 annual awards for an annual undersupply of 2,635.

# Student Outcomes

**Table 8a. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1306.00 - Nutrition, Foods, and Culinary Arts**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Cabrillo College (All CTE Programs) | State (1306.00) | Bay (1306.00) | SC-Monterey (1306.00) | Cabrillo College (1306.00) |
| % Employed Four Quarters After Exit | 74% | 70% | 66% | 70% | 62% | n/a |
| Median Quarterly Earnings Two Quarters After Exit | $10,310 | $8,439 | $6,120 | $8,212 | $5,147 | n/a |
| Median % Change in Earnings | 46% | 56% | 54% | 31% | 39% | n/a |
| % of Students Earning a Living Wage | 63% | 54% | 40% | 46% | 22% | n/a |

*Source: Launchboard Pipeline (version available on 9/19/18)*

**Table 8b. Four Employment Outcomes Metrics for Students Who Took Courses on TOP 1306.30 - Culinary Arts**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Cabrillo College (All CTE Programs) | State (1306.30) | Bay (1306.30) | SC-Monterey (1306.30) | Cabrillo College (1306.30) |
| % Employed Four Quarters After Exit | 74% | 70% | 66% | 68% | 64% | 69% |
| Median Quarterly Earnings Two Quarters After Exit | $10,310 | $8,439 | $6,065 | $6,796 | $7,702 | $8,799 |
| Median % Change in Earnings | 46% | 56% | 73% | 80% | 29% | 26% |
| % of Students Earning a Living Wage | 63% | 54% | 38% | 41% | 53% | 67% |

# Skills, Certifications and Education

**Table 9. Top Skills for Entry Level Restaurant Prep Occupations in Bay Region (Sept 2017 - Aug 2018)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Cooking | 7,885 | Customer Contact | 1,068 | Sales | 912 |
| Food Preparation | 4,321 | Basic Mathematics | 1,054 | Asset Protection | 671 |
| Customer Service | 3,347 | Staff Management | 1,047 | Merchandising | 662 |
| Cleaning | 3,168 | Safety Training | 1,031 | Restaurant Management | 662 |
| Food Service Experience | 2,870 | Cost Control | 1,029 | Customer Checkout | 628 |
| Scheduling | 2,794 | Retail Industry Knowledge | 1,018 | Record Keeping | 610 |
| Food Safety | 2,486 | Hazard Analysis Critical Control Point (HACCP) | 1,007 | Supervisory Skills | 595 |
| Cash Handling | 1,154 | Budgeting | 941 | Product Sales | 587 |
| Lifting Ability | 1,145 | Guest Services | 916 | Equipment Cleaning | 555 |

*Source: Burning Glass*

**Table 10. Certifications for Entry Level Restaurant Prep Occupations in the Bay Region (Sept 2017 - Aug 2018)**

Note: 60% 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 |
| ServSafe | 1,764 | Certified Health Education Specialist | 18 |
| Food Handler Certification | 1,592 | Certified Dietary Manager | 12 |
| Driver's License | 1,123 | Cooking Certification | 12 |
| Food Service Certification | 406 | CDL Class A | 10 |
| Certified Barista | 328 | Certified Teacher | 9 |
| Home Health Aide | 185 | Casino Gaming License | 7 |
| Licensed Vocational Nurse (LVN) | 144 | Certified Financial Planner (CFP) | 7 |
| First Aid Cpr Aed | 117 | Forklift Operator Certification | 7 |
| Cash Handling Certification | 54 | Project Management Certification | 7 |
| Certified Service Manager (CSM) | 36 | Advanced Cardiac Life Support (ACLS) Certification | 6 |
| Certified Sous Chef | 36 | Alcohol Server Certification | 6 |
| Training For Intervention Procedures (TIPS) Certification | 36 | Certified Payroll Professional (CPP) | 6 |
| Alcohol Awareness Certification | 32 | Certified Protection Professional (CPP) | 6 |
| Security Clearance | 26 | Global Food Safety Initiative (GFSI) | 6 |
| Leadership In Energy And Environmental Design (LEED) Certified | 22 | Phlebotomy Certification | 6 |
| Food Safety Manager Certification | 20 | Property and Casualty License | 6 |
| Hazard Analysis and Critical Control Point (HACCP) Certification | 20 | Certified Anti Money Laundering | 5 |
| Registered Dietitian | 19 | Certified ScrumMaster (CSM) | 5 |

*Source: Burning Glass*

**Table 11. Education Requirements for Entry Level Restaurant Prep Occupations in Bay Region**

Note: 78% 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 | 3,840 (76%) |
| Associate Degree | 712 (14%) |
| Bachelor’s Degree or Higher | 458 (10%) |

*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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