** Culinary Arts Occupations**

**Labor Market Information Report**

**Monterey Peninsula College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

November 2019

# Recommendation

Based on all available data, there appears to be a large undersupply of Culinary Arts 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). There is a projected annual gap of about 38,066 students in the Bay region and 3,214 students in the SC-Monterey Sub-Region.

This report also provides student outcomes data on employment and earnings for programs on TOP 1306.30 - Culinary Arts 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 Monterey Peninsula College and in the region.

# Introduction

This report profiles Culinary Arts Occupations in the 12 county Bay region and in the SC-Monterey sub-region for the review of an existing program at Monterey Peninsula 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: 30%* |
|  |
| * **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%* |
|  |
|

|  |
| --- |
| * **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 Culinary Arts Occupations in Bay Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Combined Food Preparation and Serving Workers, Including Fast Food |  88,304  |  101,402  | 13,098 | 15% |  98,712  |  19,742  | $11.05 | $12.97 |
| First-Line Supervisors of Food Preparation and Serving Workers |  21,570  |  23,857  | 2,287 | 11% |  18,186  |  3,637  | $12.05 | $17.98 |
| Cooks, Restaurant |  46,138  |  49,941  | 3,803 | 8% |  37,153  |  7,431  | $11.59 | $15.35 |
| Chefs and Head Cooks |  6,723  |  7,282  | 559 | 8% |  4,862  |  972  | $12.00 | $22.63 |
| Bakers |  7,814  |  8,178  | 363 | 5% |  5,952  |  1,190  | $11.26 | $15.41 |
| **Total** |  **199,285**  |  **221,512**  | **22,227** | **11%** |  **191,868**  |  **38,374**  | **$11.59** | **$16.87** |

*Source: EMSI 2019.2*

**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 Culinary Arts Occupations in SC-Monterey Sub-Region**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Occupation  | 2018 Jobs | 2023 Jobs | 5-Yr Change | 5-Yr % Change | 5-Yr Open-ings | Average Annual Open-ings | 10% Hourly Wage | Median Hourly Wage |
| Combined Food Preparation and Serving Workers, Including Fast Food |  8,054  |  9,039  | 985 | 12% |  8,703  |  1,741  | $11.00 | $12.09 |
| First-Line Supervisors of Food Preparation and Serving Workers |  1,881  |  2,049  | 168 | 9% |  1,544  |  309  | $12.08 | $17.81 |
| Cooks, Restaurant |  3,742  |  4,025  | 283 | 8% |  2,981  |  596  | $11.34 | $14.56 |
| Chefs and Head Cooks |  386  |  416  | 31 | 8% |  277  |  55  | $12.35 | $27.54 |
| Bakers |  726  |  768  | 42 | 6% |  563  |  113  | $11.06 | $14.01 |
| **Total** | **17,149** | **18,807** | **1,658** | **10%** | **16,252** | **3,250** | **$11.57** | **$17.20** |

*Source: EMSI 2019.2*

**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 (October 2018 - September 2019)**

| Occupation | Bay Region | SC-Monterey |
| --- | --- | --- |
|  Combined Food Preparation and Serving Workers, Including Fast Food | 10,625 | 497 |
|  Cooks, Restaurant | 6,538 | 319 |
|  First-Line Supervisors of Food Preparation and Serving Workers | 6,509 | 287 |
|  Chefs and Head Cooks | 4,299 | 134 |
|  Food Preparation Workers | 2,691 | 85 |
|  **Total** | **32,911** | **1,404** |

*Source: Burning Glass*

**Table 4a. Top Job Titles for Culinary Arts Occupations for latest 12 months (October 2018 - September 2019) Bay Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | Bay | Common Title | Bay |
| Cook | 3,404 | Team Member, Food Service Industry | 401 |
| Line Cook | 1,793 | Dish Washer | 392 |
| Chef | 1,420 | Shift Lead | 387 |
| Food Service Worker | 1,301 | Chef de Cuisine | 371 |
| Team Member | 1,276 | Deli Clerk | 361 |
| Sous Chef | 1,248 | Barista | 302 |
| Prep Cook | 1,071 | Cashier | 296 |
| Executive Chef | 766 | Restaurant Supervisor | 285 |
| Baker | 674 | Kitchen Staff | 250 |
| Crew Member | 620 | Restaurant Service And Kitchen Team | 244 |
| Store Supervisor | 564 | Pastry Cook | 233 |
| Shift Leader | 508 | Kitchen Helper | 230 |
| Food team member | 448 | Food Prep | 230 |
| Restaurant Crew | 413 | Cake Decorator | 229 |

**Table 4b. Top Job Titles for Culinary Arts Occupations for latest 12 months (October 2018 - September 2019) SC-Monterey Sub Region**

|  |  |  |  |
| --- | --- | --- | --- |
| Common Title | SC-Monterey | Common Title | SC-Monterey |
| Cook | 194 | Food Service Assistant | 16 |
| Line Cook | 61 | Lead Cook | 15 |
| Food Service Worker | 55 | Food team member | 15 |
| Prep Cook | 51 | Chef de Cuisine | 15 |
| Team Member | 45 | Supervisor | 13 |
| Chef | 38 | Associate Team Leader | 13 |
| Restaurant Crew | 35 | Station Attendant | 12 |
| Sous Chef | 34 | Shift Supervisor | 12 |
| Executive Chef | 32 | Shift Leader | 12 |
| Deli Clerk | 27 | Restaurant Shift Supervisor | 12 |
| Restaurant Service And Kitchen Team | 25 | Crew Member | 12 |
| Shift Lead | 23 | Kitchen Staff | 11 |
| Cake Decorator | 20 | Fast Food Team Member | 11 |
| Kitchen Assistant | 17 | Clerk | 11 |

*Source: Burning Glass*

# Industry Concentration

**Table 5. Industries hiring Culinary Arts Workers in Bay Region**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Industry – 6 Digit NAICS (No. American Industry Classification) Codes | Jobs in Industry (2018) | Jobs in Industry (2022) | % Change (2018-22) | % in Industry (2018) |
| Limited-Service Restaurants (722513) | 64,757 | 65,340 | 11% | 33% |
| Full-Service Restaurants (722511) | 53,955 | 54,239 | 7% | 27% |
| Snack and Nonalcoholic Beverage Bars (722515) | 23,216 | 23,640 | 20% | 12% |
| Supermarkets and Other Grocery (except Convenience) Stores (445110) | 9,948 | 10,059 | 5% | 5% |
| Food Service Contractors (722310) | 7,898 | 8,063 | 27% | 4% |
| Caterers (722320) | 5,099 | 5,092 | 15% | 3% |
| Hotels (except Casino Hotels) and Motels (721110) | 4,791 | 4,837 | 4% | 2% |
| Elementary and Secondary Schools (Local Government) (903611) | 2,767 | 2,760 | 4% | 1% |
| Cafeterias, Grill Buffets, and Buffets (722514) | 2,495 | 2,436 | -4% | 1% |

*Source: EMSI 2019.2*

**Table 6. Top Employers Posting Culinary Arts Occupations in Bay Region and SC-Monterey Sub-Region (October 2018 - September 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Employer | Bay | Employer | Bay | Employer | SC-Monterey |
| Marriott International Incorporated | 1,615 | Peet's | 215 | Pared | 77 |
| Pared | 1,052 | Specialtys Cafe Bakery | 207 | Hyatt | 57 |
| Compass Group Plc United States | 982 | H&R Block | 195 | Whole Foods Market, Inc. | 52 |
| Whole Foods Market, Inc. | 968 | Guckenheimer | 191 | Chipotle Mexican Grill | 51 |
| Compass Group | 807 | Jamba Juice | 181 | Target | 43 |
| Starbucks Coffee Company | 580 | Hyatt | 167 | Taco Bell | 36 |
| Chipotle Mexican Grill | 544 | Hilton Hotel Corporation | 162 | Panda Express | 33 |
| Panda Express | 437 | Compass Group Usa | 157 | Aramark | 31 |
| Target | 419 | Mod Pizza | 153 | New Seasons Market | 28 |
| Panera Bread | 412 | Susiecakes | 146 | Mount Hermon Association, Inc | 28 |
| Aramark | 378 | Benihana | 138 | Pebble Beach Resorts | 27 |
| Taco Bell | 309 | Einstein Noah Restaurant Group Inc (ENRGI) | 131 | Marriott International Incorporated | 27 |
| Sprouts Farmers Markets | 264 | Burger King | 113 | KFC | 27 |
| Boston Market | 260 | Interstate Hotels & Resorts | 109 | Compass Group Plc United States | 24 |
| Noahs New York Bagels | 249 | Vitality Bowls California | 105 | H&R Block | 23 |
| Sodexo | 237 | Compass Group Usa Incorporated | 105 | New Leaf Community Markets | 21 |
| Stanford University | 223 | Macy's | 104 | Instacart | 17 |

*Source: Burning Glass*

# Educational Supply

There are six (6) community colleges in the Bay Region issuing 308 awards on average annually (last 3 years) on TOP 1306.30 - Culinary Arts. There is one college (Cabrillo) in the Santa Cruz-Monterey Sub-Region issuing 36 awards on average annually (last 3 years) on this TOP code.

**Table 7. Awards on TOP 1306.30 - Culinary Arts in Bay Region**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| College | Sub-Region | Associates | Certificate 18+ units | Certificate Low unit | Noncredit | Total |
| Cabrillo College  | SC-Monterey |  10  |  6  |  20  |  |  36  |
| City College of San Francisco  | Mid-Peninsula |  27  |  -  |  |  |  27  |
| Contra Costa College  | East Bay |  3  |  19  |  6  |  |  28  |
| Diablo Valley College  | East Bay |  10  |  39  |  |  |  49  |
| Laney College  | East Bay |  21  |  37  |  |  |  58  |
| San Francisco Ctrs  | Mid-Peninsula |  |  |  |  29  |  29  |
| Santa Rosa Junior College  | North Bay |  9  |  63  |  9  |  |  81  |
| **Total Bay Region** |  **79**  |  **165**  |  **35**  |  **29**  |  **308**  |
| **Total SC-Monterey Sub-Region** |  **10** |  **6**  |  **20**  | **0** |  **36**  |

# *Source: Data Mart*

Note: The annual average for awards is 2015-16 to 2017-18.

# Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay region with 38,374 annual openings for the Culinary Arts occupational cluster and 308 annual (3-year average) awards for an annual undersupply of 38,066 students. In the SC-Monterey Sub-Region, there is also a gap with 3,250 annual openings and 36 annual (3-year average) awards for an annual undersupply of 3,214 students.

# Student Outcomes

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

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2015-16 | Bay (All CTE Programs) | Monterey Peninsula College (All CTE Programs) | State (1306.30) | Bay (1306.30) | SC-Monterey (1306.30) | Monterey Peninsula College (1306.30) |
| % Employed Four Quarters After Exit | 74% | 78% | 66% | 68% | 77% | 63% |
| Median Quarterly Earnings Two Quarters After Exit | $10,550 | $13,648 | $6,036 | $6,767 | $7,702 | $7,702 |
| Median % Change in Earnings | 46% | 29% | 78% | 91% | 29% | 29% |
| % of Students Earning a Living Wage | 63% | 71% | 38% | 41% | 53% | 53% |

*Source: Launchboard Pipeline (version available on 10/21/19)*

# Skills, Certifications and Education

**Table 9. Top Skills for Culinary Arts Occupations in Bay Region (October 2018 - September 2019)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Skill | Postings | Skill | Postings | Skill | Postings |
| Cooking | 11,271 | Basic Mathematics | 1,465 | Store Operations | 771 |
| Customer Service | 6,464 | Staff Management | 1,438 | Food Service Industry Knowledge | 757 |
| Food Preparation | 5,708 | Restaurant Experience | 1,351 | Repair | 744 |
| Cleaning | 5,583 | Cost Control | 1,349 | Purchasing | 735 |
| Food Safety | 4,577 | Hazard Analysis Critical Control Point (HACCP) | 1,275 | Meal Serving | 732 |
| Scheduling | 4,254 | Budgeting | 1,168 | Record Keeping | 671 |
| Food Service Experience | 3,998 | Machinery | 1,154 | Equipment Cleaning | 595 |
| Retail Industry Knowledge | 3,103 | Asset Protection | 1,014 | Cash Management | 594 |
| Cash Handling | 2,606 | Point of Sale System | 1,005 | Cash Register Operation | 586 |
| Customer Contact | 2,452 | Product Knowledge | 920 | Meal Preparation | 542 |
| Sales | 1,811 | Product Sales | 900 | Performance Appraisals | 523 |
| Safety Training | 1,776 | Supervisory Skills | 860 | Quality Management | 516 |
| Merchandising | 1,592 | Customer Checkout | 838 | Occupational Health and Safety | 512 |
| Guest Services | 1,512 | Quality Assurance and Control | 813 | Customer Complaint Resolution | 507 |
| Lifting Ability | 1,492 | Restaurant Management | 808 | Teaching | 489 |

*Source: Burning Glass*

**Table 10. Certifications for Culinary Arts Occupations in Bay Region (October 2018 - September 2019)**

Note: 81% 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 | 2,906 | Hazard Analysis and Critical Control Point (HACCP) Certification | 24 |
| ServSafe | 2,190 | Registered Dietitian | 19 |
| Driver's License | 1,456 | Certified Service Manager (CSM) | 19 |
| Food Service Certification | 1,331 | Project Management Certification | 15 |
| Certified Barista | 278 | Property and Casualty License | 14 |
| First Aid Cpr Aed | 123 | Certified Dietary Manager | 13 |
| Home Health Aide | 76 | Alcohol Awareness Certification | 13 |
| Training For Intervention Procedures (TIPS) Certification | 48 | Life and Health Insurance License | 11 |
| Leadership In Energy And Environmental Design (LEED) Certified | 43 | IT Infrastructure Library (ITIL) Certification | 11 |
| Security Clearance | 27 | Forklift Operator Certification | 11 |
| Food Safety Manager Certification | 27 | Cash Handling Certification | 11 |
| Certified Health Education Specialist | 27 | Occupational Safety and Health Administration Certification | 9 |

*Source: Burning Glass*

**Table 11. Education Requirements for Culinary Arts Occupations in Bay Region**

Note: 77% 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 | Percent 12 Mos. Postings |
| High school or vocational training | 5,733 | 77% |
| Associate Degree | 809 | 11% |
| Bachelor’s Degree or Higher | 699 | 12% |

*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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