

Culinary Arts Occupations Labor Market Information Report Mission College

Prepared by the San Francisco Bay Center of Excellence
for Labor Market Research
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Recommendation

Based on all available data, there appears to be an undersupply of Culinary Arts workers compared to the demand for this cluster of occupations in the Bay Region and in the Silicon Valley Sub-Region (Santa Clara County). There is a projected annual gap of about 11,033 students in the Bay Region and 2,732 students in the Silicon Valley Sub-Region.

Introduction

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

This report profiles Culinary Arts Occupations in the 12 county Bay Region and in the Silicon Valley Sub-Region for a proposed new program at Mission College.

- **Chefs and Head Cooks (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%
- **First-Line Supervisors of Food Preparation and Serving Workers (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%
- **Food Preparation Workers (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%
- **Cooks, Institution and Cafeteria (35-2012):** Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.
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: 24%

Occupational Demand

Table 1. Employment Outlook for Culinary Arts Occupations in Bay Region

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Chefs and Head Cooks	7,393	7,995	602	8%	5,635	1,127	\$16.05	\$26.40
First-Line Supervisors of Food Preparation and Serving Workers	22,477	25,103	2,626	12%	20,800	4,160	\$15.08	\$19.20
Food Preparation Workers	26,588	28,770	2,182	8%	26,104	5,221	\$13.18	\$15.07
Cooks, Institution and Cafeteria	7,357	8,279	922	13%	6,433	1,287	\$14.85	\$17.91
TOTAL	63,815	70,146	6,331	10%	58,972	11,794	\$14.38	\$18.16

Source: EMSI 2020.3

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 Silicon Valley Sub-Region

Occupation	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	5-Yr Openings	Average Annual Openings	25% Hourly Wage	Median Hourly Wage
Chefs and Head Cooks	1,195	1,328	134	11%	959	192	\$20.53	\$25.12
First-Line Supervisors of Food Preparation and Serving Workers	4,520	5,138	618	14%	4,307	861	\$15.94	\$21.57
Food Preparation Workers	6,791	7,397	606	9%	6,737	1,347	\$12.98	\$15.74
Cooks, Institution and Cafeteria	1,876	2,205	329	18%	1,764	353	\$14.41	\$18.39
TOTAL	14,381	16,068	1,686	12%	13,766	2,753	\$14.73	\$18.70

Source: EMSI 2020.3

Silicon Valley Sub-Region includes: Santa Clara County

Job Postings in Bay Region and Silicon Valley Sub-Region

Table 3. Number of Job Postings by Occupation for latest 12 months (November 2019 - October 2020)

Occupation	Bay Region	Silicon Valley Sub-Region
First-Line Supervisors of Food Preparation and Serving Workers	6,540	1,440
Chefs and Head Cooks	2,404	639
Food Preparation Workers	2,115	507
Cooks, Institution and Cafeteria	24	7
TOTAL	11,083	2,593

Source: Burning Glass

Table 4a. Top Job Titles for Culinary Arts Occupations for latest 12 months (November 2019 - October 2020)

Bay Region

Common Title	Bay	Common Title	Bay
Shift Leader	367	Restaurant Shift Leader	85
Sous Chef	291	Sushi Chef	80
Shift Lead	224	Chef De Partie	78
Executive Chef	198	Night Crew Team Member	77
Kitchen Crew Member	184	Supervisor	75
Chef	174	Food Store Delivery	71
Associate Team Leader	165	Food Service Team Leader	69
Shift Supervisor	151	Shift Lead - In	67
Full Service Shopper	115	Executive Sous Chef	62

Team Leader	112	Restaurant Supervisor	58
Food & Beverage Team Leader	104	Kitchen Assistant	58
Chef De Cuisine	104	Expeditor/Expo	52
Multi-Unit Team Leader	88	Food Preparation	51
Kitchen Staff	88	Starbucks/Jamba Juice Department	45

**Table 4b. Top Job Titles for Culinary Arts Occupations for latest 12 months (November 2019 - October 2020)
Silicon Valley Sub-Region**

Common Title	Silicon Valley	Common Title	Silicon Valley
Shift Leader	84	Expeditor/Expo	19
Sous Chef	69	Food & Beverage Team Leader	18
Executive Chef	66	Executive Sous Chef	17
Chef	48	Supervisor	16
Kitchen Crew Member	47	Shift Supervisor	16
Shift Lead	37	Kitchen Assistant	16
Sushi Chef	32	Food Preparation	16
Chef De Cuisine	32	Multi-Unit Team Leader	15
Team Leader	23	Cold Food Salad	15
Restaurant Supervisor	23	Night Crew Team Member	14
Restaurant Shift Leader	23	Captain, Catering	14
Associate Team Leader	23	Restaurant Management	13
Kitchen Staff	19	Shift Lead - In	12
Food Unit Lead	19	Kitchen Supervisor	12

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 (2019)	Jobs in Industry (2024)	% Change (2019-24)	% Occupation Group in Industry (2019)
Full-Service Restaurants	14,724	15,558	6%	23%
Limited-Service Restaurants	13,053	14,075	8%	20%
Supermarkets and Other Grocery (except Convenience) Stores	5,614	5,898	5%	9%
Snack and Nonalcoholic Beverage Bars	4,812	5,608	17%	8%
Food Service Contractors	4,456	5,301	19%	7%
Caterers	2,462	2,628	7%	4%
Elementary and Secondary Schools (Local Government)	2,085	2,044	-2%	3%
Hotels (except Casino Hotels) and Motels	1,899	1,949	3%	3%
Nursing Care Facilities (Skilled Nursing Facilities)	1,057	1,054	0%	2%
Assisted Living Facilities for the Elderly	886	984	11%	1%
Drinking Places (Alcoholic Beverages)	718	791	10%	1%
Local Government, Excluding Education and Hospitals	666	674	1%	1%
General Medical and Surgical Hospitals	644	620	-4%	1%
Continuing Care Retirement Communities	623	745	20%	1%

Source: EMSI 2020.3

Table 6. Top Employers Posting Culinary Arts Occupations in Bay Region and Silicon Valley Sub-Region (November 2019 - October 2020)

Employer	Bay	Employer	Bay	Employer	Silicon Valley
Starbucks Coffee Company	658	Noahs New York Bagels	52	Starbucks Coffee Company	212
H&R Block	395	CEC Entertainment	51	Compass Group North America	134
Marriott International Incorporated	381	Banfield Pet Hospital	48	Marriott International Incorporated	87
Target	336	Club Demonstration Services	47	H&R Block	66
Whole Foods Market, Inc.	317	Mod Pizza	44	Whole Foods Market, Inc.	62
Compass Group North America	308	Subway	40	Target	55
Peet's Coffee	186	Ike's Love And Sandwiches	40	Guckenheimer	35
Amazon	183	Cozymeal	40	Aramark	26
Jack in the Box	123	Benihana	40	Peet's Coffee	22
Panera Bread	120	Macy's	37	Jack in the Box	21
Habit Burger Grill	93	Pizza Hut	35	Club Demonstration Services	19
Sodexo	77	Hyatt	35	Sodexo	18
Vitality Bowls California	72	Raley Family Of Fine Stores	34	Panda Express	18
Guckenheimer	71	Nothing Bundt Cakes	32	Levy	17
Aramark	67	Jamba Juice	31	Amazon	15
Taco Bell	66	Raley's Supermarkets	30	The Counter Burgers	14
Panda Express	63	Safeway Incorporated	29	Brookdale Senior Living	14

Source: Burning Glass

Educational Supply

There are six (6) community colleges in the Bay Region issuing 308 awards on average annually (last 3 years ending 2018-19) on TOP 1306.30-Culinary Arts. In the Silicon Valley Sub-Region there are no community colleges issuing awards on average annually (last 3 years) on this TOP code.

There are five (5) other CTE Educational Institutions in the Bay Region issuing 373 awards on average annually (last 3 years ending 2016-17) on TOP 1306.00 - Nutrition, Foods, and Culinary Arts. There is one (1) other CTE Educational Institution in the Silicon Valley Sub-Region issuing 21 awards on average annually (last 3 years) on this TOP code.

There is one (1) institution in the Bay Region issuing 80 Bachelor's Degrees on average annually (last 3 years ending 2018-19) on TOP 1306.00 - Nutrition, Foods, and Culinary Arts.

Table 7a. Community College Awards on TOP 1306.30-Culinary Arts in Bay Region

College	Sub-Region	Associates	Certificate Low Unit	Noncredit	Total
Cabrillo	SC - Monterey	12	27		39
Contra Costa	East Bay	3	26		30
Diablo Valley	East Bay	7	34		41
Laney	East Bay	19	31		49
San Francisco	Mid-Peninsula	23			23
San Francisco Ctrs	Mid-Peninsula			40	40
Santa Rosa	North Bay	7	54	25	86
Total Bay Region		71	172	65	308
Total Silicon Valley Sub-Region		0	0	0	0

Source: Data Mart

Note: The annual average for awards is 2016-17 to 2018-19.

Table 7b. Other CTE Institution Awards on TOP 1306.00 - Nutrition, Foods, and Culinary Arts in Bay Region

College	Sub-Region	Associate Degree	Award < 1 academic yr	Award 1 < 2 academic yrs	Grand Total
Argosy University-The Art Institute of California-San Francisco	Mid-Peninsula	30		4	34
Argosy University-The Art Institute of California-Silicon Valley	Silicon Valley	18		3	21
CET-Sobrato	Santa Cruz - Monterey		24		24
International Culinary Center-California	Silicon Valley		122		122
Le Cordon Bleu College of Culinary Arts-San Francisco	Mid-Peninsula	88		84	172
Total Bay Region		136	146	91	373
Total Silicon Valley Sub-Region		18	0	3	21

Source: Data Mart

Note: The annual average for awards is 2014-15 to 2016-17.

Table 7c. Bachelor's Degree Awards on 1306.00 - Nutrition, Foods, and Culinary Arts in Bay Area

College	Sub-Region	Bachelor's Degree
University of California-Berkeley	East Bay	80
Total Bay Region		80
Total Silicon Valley Sub-Region		0

Source: Data Mart

Note: The annual average for awards is 2014-15 to 2016-17.

Gap Analysis

Based on the data included in this report, there is a large labor market gap in the Bay Region with 11,794 annual openings for the Culinary Arts occupational cluster and 761 annual (3-year average) awards from community colleges and other institutions for an annual undersupply of 11,033 students. In the Silicon Valley Sub-Region, there is also a gap with 2,753 annual openings and 21 annual (3-year average) awards from community colleges and other institutions for an annual undersupply of 2,732 students.

Student Outcomes

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

2017-18	Bay All CTE Programs	Mission College All CTE Programs	State 1306.30	Bay 1306.30	Silicon Valley 1306.30	Mission College 1306.30
% Employed Four Quarters After Exit	67%	77%	55%	57%	59%	59%
Median Quarterly Earnings Two Quarters After Exit	\$11,466	\$10,336	\$6,235	\$7,228	n/a	n/a
Median % Change in Earnings	31%	49%	25%	18%	n/a	n/a
% of Students Earning a Living Wage	53%	66%	35%	32%	n/a	n/a

Source: Launchboard Pipeline (version available on August 2020)

Skills, Certifications and Education

Table 9. Top Skills for Culinary Arts Occupations in Bay Region (November 2019 - October 2020)

Skill	Postings	Skill	Postings	Skill	Postings
Cooking	3,172	Guest Services	764	Inventory Management	352
Customer Service	2,663	Cost Control	696	Food Industry Knowledge	350
Scheduling	1,981	Food Service Experience	670	Basic Mathematics	347

Cleaning	1,963	Cash Management	648	Hazard Analysis Critical Control Point (HACCP)	347
Retail Industry Knowledge	1,902	Restaurant Experience	580	Point of Sale System	337
Cash Handling	1,747	Supervisory Skills	552	Quality Assurance and Control	335
Food Preparation	1,667	Sales Goals	529	Sales Trend Analysis	335
Food Safety	1,594	Restaurant Management	489	Repair	326
Staff Management	959	Purchasing	473	Onboarding	311
Merchandising	947	Quality Management	444	Inventory Control	306
Customer Contact	841	Tax Preparation	397	Performance Analysis	286
Lifting Ability	840	Machinery	392	Asset Protection	282
Budgeting	778	Performance Appraisals	380	Employee Training	258
Sales	771	Safety Training	375	Meal Preparation	225
Store Operations	769	Product Knowledge	371	Product Sales	216

Source: Burning Glass

Table 10. Certifications for Culinary Arts Occupations in Bay Region (November 2019 - October 2020)

Note: 78% 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	892	Security Clearance	14
ServSafe	828	Certified Executive Chef	14
Driver's License	472	Cash Handling Certification	13
Food Service Certification	337	Pharmacy Technician Certification Board (PTCB)	11
Certified Barista	266	Leadership In Energy And Environmental Design (LEED) Certified	11
First Aid Cpr Aed	68	Registered Dietitian	10
Certified Dietary Manager	35	Personal Fitness Trainer Certification	10
Training For Intervention Procedures (TIPS) Certification	28	Environmental Protection Agency Certification	9
Certified Industrial Hygienist	21	Certified Sous Chef	9
Alcohol Awareness Certification	21	Property and Casualty License	8
Certified Hazardous Materials Manager	20	Project Management Certification	8
OSHA Forklift Certification	15	Licensed Vocational Nurse (LVN)	8

Source: Burning Glass

Table 11. Education Requirements for Culinary Arts Occupations in Bay Region (November 2019 - October 2020)

Note: 67% 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	2,330	65%
Associate Degree	525	14%
Bachelor's Degree or Higher	769	21%

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 CCCC Data Mart.

Sources

O*Net Online
Labor Insight/Jobs (Burning Glass)

Economic Modeling Specialists International (EMSI)
CTE LaunchBoard 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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