**Culinary Arts Occupations**

**Labor Market Information Report**

**Mission College**

Prepared by the San Francisco Bay Center of Excellence

for Labor Market Research

December 2020

# 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 Open-ings** | **Average Annual Open-ings** | **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 Open-ings** | **Average Annual Open-ings** | **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 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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