

# Labor Market Assessment

**1306.00 – Nutrition, Foods, and Culinary Arts and 1307.00 – Hospitality**

*Baking and Pastry (Associate Degree; Certificate) Culinary Arts Management (Associate Degree; Certificate)*

*Hospitality and Restaurant Management (Associate Degree; Certificate)*

Los Angeles/Orange County Center of Excellence, February 2022

## Summary

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Program Endorsement:** | **Endorsed:**  **All Criteria Met** |  | **Endorsed:**  **Some Criteria Met** |  | **Not**  **Endorsed** |  |

|  |  |  |
| --- | --- | --- |
| **Program Endorsement Criteria** | | |
| **Supply Gap:** | Yes  | No  |
| **Living Wage:**  **(Entry-Level, 25th)** | Yes  | No  |
| **Education:** | Yes  | No  |
|  | **Emerging Occupation(s)** |  |
| *Yes*  |  | *No*  |

The Los Angeles/Orange County Center of Excellence for Labor Market Research (COE) prepared this report to provide Los Angeles/Orange County regional labor market supply and demand data related to five occupations:

* *Food service managers* (11-9051);
* *Lodging managers* (11-9081);
* *Chefs and head cooks* (35-1011);
* *First-line supervisors of food preparation and serving workers* (35-1012); and
* *Bakers* (51-3011)

Middle-skill occupations typically require some postsecondary education, but less than a

bachelor’s degree.1 This report is intended to help determine whether there is demand in the local labor market that is not being met by the supply from community college programs that align with the relevant occupations.

1 The COE classifies middle-skill jobs as the following:

* All occupations that require an educational requirement of some college, associate degree or apprenticeship;
* All occupations that require a bachelor’s degree, but also have more than one-third of their existing labor force with an educational attainment of some college or associate degree; or
* All occupations that require a high school diploma or equivalent or no formal education, but also require short- to long-term on-the-job training where multiple community colleges have existing programs.

Based on the available data, there appears to be a supply gap in the region for the occupations of interest. Although all five occupations have entry-level wages below the self-sufficiency standard wage in both Los Angeles and Orange counties, between 29% and 38% of incumbent workers have completed some college or an associate degree. **Due to some of the criteria being met, the COE endorses this proposed program.** Detailed reasons include:

## Demand:

* + ***Supply Gap Criteria –*** Over the next five years, there is projected to be **8,174 jobs available annually** in the region due to new job growth and replacements, **which is more than the 1,662 awards conferred annually** by educational institutions in the region.
  + ***Living Wage Criteria –*** In Los Angeles County, all five occupations have **entry-level wages below** the self-sufficiency standard wage ($18.10/hour).2
  + ***Educational Criteria –*** Within the LA/OC region, **88% of the annual openings** for the occupations of interest **typically require a high school diploma or equivalent.**

o However, national-level educational attainment data indicates that **between 29% and 38% of incumbent workers have completed some college or an associate degree.**

## Supply:

* + Between 2017 and 2020, **23 community colleges** in the LA/OC region issued awards in programs that have historically trained for the occupations of interest, conferring an average of **1,570 awards.**
  + Between 2016 and 2019, non-community college institutions in the region conferred an average of **92 awards in relevant programs.**

2 Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California. For more information, visit: [http://selfsufficiencystandard.org/california.](http://selfsufficiencystandard.org/california)

# Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the five occupations of interest. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 1% through 2025. There will be nearly 8,200 job openings per year through 2025 due to job growth and replacements.

*This report includes employment projection data by Emsi which uses EDD information. Emsi’s projections are modeled on recorded (historical) employment figures and incorporate several underlying assumptions, including the assumption that the economy, during the projection period, will be at approximately full employment. To the extent that a recession or labor shock, such as the economic effects of COVID-19, can cause long-term structural change, it may impact the projections. At this time, it is not possible to quantify the full impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the full impacts of COVID-19 into account.*

## Exhibit 1: Occupational demand in Los Angeles and Orange Counties3

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Geography** | **2020 Jobs** | **2025 Jobs** | **2020-2025**  **Change** | **2020-2025**  **% Change** | **Annual Openings** |
| Los Angeles | 43,987 | 43,943 | (44) | 0% | 5,988 |
| Orange | 15,475 | 15,878 | 403 | 3% | 2,187 |
| **Total** | **59,462** | **59,821** | **359** | **1%** | **8,174** |

**Wages**

The labor market endorsement in this report considers the hourly wages for the five occupations of interest in Los Angeles County, as they relate to the county’s self-sufficiency standard wage.

Orange County wages are included below in order to provide a complete analysis of the LA/OC region. Detailed wage information, by county, is included in Appendix A.

**Los Angeles County—**All five occupations have entry-level wages **below** the self-sufficiency standard wage for one adult ($18.10 in Los Angeles County). Typical entry-level hourly wages are in a range between $13.51 and $17.24. Experienced *bakers* can expect to earn $16.90, which is below the self-sufficiency standard wage. Experienced workers in the four other occupations in this report can expect to earn wages between $24.81 and $37.69, which are above the self-sufficiency standard wage estimate.

**Orange County—**All five occupations have entry-level wages **below** the self-sufficiency standard wage for one adult ($20.63 in Orange County). Typical entry-level hourly wages are in a range between $12.71 and $18.55. Experienced *bakers* can expect to earn $15.91, which is below the self-sufficiency standard wage. Experienced workers in the four other occupations in this report can expect to earn wages between $23.16 and $36.73, which are above the self-sufficiency standard wage estimate.

3 Five-year change represents new job additions to the workforce. Annual openings include new jobs and replacement jobs that result from retirements and separations.

## Job Postings

Over the past 12 months, there have been 32,966 online job postings related to the five occupations of interest. Exhibit 2 displays the number of job postings by occupation. The majority of job postings (39%) were for *food service managers*, followed by *first-line supervisors of food preparation and serving workers* (32%). The highest number of job postings were for shift leaders, general managers, assistant managers, bakers, and restaurant managers. The top skills were scheduling, cooking, restaurant management, customer service, and food safety. The top employers, by number of job postings, in the region were Starbucks Coffee Company, Panera Bread, Marriott, and Hilton.

*It is important to note that the job postings data included in this section reflects online job postings listed in the past 12 months and does not yet demonstrate the full impact of COVID-19. While employers have generally posted fewer online job postings since the beginning of the pandemic, the long-term effects are currently unknown.*

## Exhibit 2: Job postings by occupation (last 12 months)

Food Service Managers (11-9051)

First-Line Supervisors of Food Preparation and Serving Workers (35-1012)

Chefs and Head Cooks (35-1011)

4,673

12,790

10,432

Bakers (51-3011) 3,674

Lodging Managers (11-9081) 1,397

## Educational Attainment

The Bureau of Labor Statistics (BLS) lists the following typical entry-level education levels for the occupations in this report:

* **High school diploma or equivalent:** *food service managers; lodging managers; chefs and head cooks;* and *first-line supervisors of food preparation and serving workers*
* **No formal education credential**: *bakers*

In the LA/OC region, the majority of annual openings (88%) typically require a high school diploma or equivalent. However, national-level educational attainment data indicates that between 29% and 38% of incumbent workers have completed some college or an associate degree.

# Educational Supply

**Community College Supply—**Exhibit 3 shows the annual and three-year average number of awards conferred by community colleges in programs that have historically trained for the occupations of interest. The colleges with the most completions in the region are Coastline, Cypress, and LA Mission.

## Exhibit 3: Regional community college awards (certificates and degrees), 2017-2020

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **TOP Code** | **Program** | **College** | **2017-18**  **Awards** | **2018-19**  **Awards** | **2019-20**  **Awards** | **3-Year**  **Average** |
| 0506.30 | Management Development and Supervision | Cerritos | 8 | 14 | 32 | 18 |
| LA Pierce | 6 | 4 | 4 | 5 |
| LA Southwest | 16 | 12 | 9 | 12 |
| LA Trade-Tech | 18 | 5 | 4 | 9 |
| LA Valley | 18 | 23 | 20 | 20 |
| Pasadena | 7 | 3 | 3 | 4 |
| Rio Hondo | 63 | 20 | 23 | 35 |
| Santa Monica | 17 | 6 | 19 | 14 |
| **LA Subtotal** | **153** | **87** | **114** | **118** |
| Coastline | 312 | 355 | 247 | 305 |
| Saddleback | 23 | 34 | 27 | 28 |
| Santa Ana | 13 | 4 | 11 | 9 |
| Santiago  Canyon | 2 | - | 2 | 1 |
| **OC Subtotal** | **350** | **393** | **287** | **343** |
| **Supply Subtotal/Average** | | | **503** | **480** | **401** | **461** |
|  |  | East LA | 7 | 14 | 23 | 15 |
|  |  | Glendale | 4 | 3 | 6 | 4 |
|  |  | LA City | - | - | 1 | 0 |
| 1306.00 | Nutrition, Foods, and Culinary Arts | LA Mission | 3 | 4 | 4 | 4 |
| Long Beach | 2 | 8 | 8 | 6 |
|  |  | Mt San Antonio | 10 | 15 | 15 | 13 |
|  |  | Pasadena | - | 2 | 2 | 1 |
|  |  | Rio Hondo | - | - | 1 | 0 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **TOP Code** | **Program** | **College** | **2017-18**  **Awards** | **2018-19**  **Awards** | **2019-20**  **Awards** | **3-Year Average** |
|  |  | Santa Monica | 5 | 3 | 5 | 4 |
| West LA | 1 | 4 | 2 | 2 |
| **LA Subtotal** | **32** | **53** | **67** | **51** |
| Cypress | - | - | 2 | 1 |
| Fullerton | 9 | 6 | 8 | 8 |
| Orange Coast | 9 | 17 | 20 | 15 |
| Saddleback | 23 | 26 | 19 | 23 |
| Santa Ana | 3 | 3 | 3 | 3 |
| **OC Subtotal** | **44** | **52** | **52** | **49** |
| **Supply Subtotal/Average** | | | **76** | **105** | **119** | **100** |
|  |  | Glendale | 7 | 14 | 16 | 12 |
|  |  | LA City | 7 | 7 | 7 | 7 |
| 1306.20 | Dietetic Services and Management | Long Beach | 12 | 8 | 5 | 8 |
| **LA Subtotal** | **26** | **29** | **28** | **28** |
|  |  | Orange Coast | 3 | 11 | 3 | 6 |
|  |  | **OC Subtotal** | **3** | **11** | **3** | **6** |
| **Supply Subtotal/Average** | | | **29** | **40** | **31** | **33** |
|  |  | Cerritos | 77 | 69 | 86 | 77 |
|  |  | Glendale | - | 1 | - | 0 |
|  |  | LA Harbor | 10 | 61 | 14 | 28 |
|  |  | LA Mission | 158 | 146 | 151 | 152 |
|  |  | LA Trade-Tech | 139 | 144 | 80 | 121 |
| 1306.30 | Culinary Arts | Long Beach | 35 | 48 | 44 | 42 |
|  |  | Mt San Antonio | 13 | 16 | 15 | 15 |
|  |  | **LA Subtotal** | **432** | **485** | **390** | **436** |
|  |  | Cypress | 97 | 99 | 61 | 86 |
|  |  | Orange Coast | 97 | 76 | 82 | 85 |
|  |  | Saddleback | 26 | 32 | 23 | 27 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **TOP Code Program College 2017-18 2018-19 2019-20 3-Year**  **Awards Awards Awards Average** | | | | | | |
|  |  | Santiago  Canyon | 4 | 89 | 55 | 49 |
| **OC Subtotal** | **224** | **296** | **221** | **247** |
| **Supply Subtotal/Average** | | | **656**  11 | **781**  13 | **611**  12 | **683**  12 |
| 1306.60 Dietetic Technology | | Long Beach |
| **LA Subtotal** | **11** | **13** | **12** | **12** |
| Orange Coast | 2 | 13 | 2 | 6 |
| **OC Subtotal** | **2** | **13** | **2** | **6** |
| **Supply Subtotal/Average** | | | **13**  23 | **26**  27 | **14**  11 | **18**  20 |
| 1307.00 Hospitality | | Glendale |
| Mt San Antonio | 28 | 31 | 35 | 31 |
| Pasadena | 9 | 11 | 10 | 10 |
| Rio Hondo | - | - | 2 | 1 |
| West LA | 13 | 36 | 29 | 26 |
| **LA Subtotal** | **73** | **105** | **87** | **88** |
| Cypress | 5 | 2 | 32 | 13 |
| Orange Coast | 8 | 4 | 6 | 6 |
| **OC Subtotal** | **13** | **6** | **38** | **19** |
| **Supply Subtotal/Average** | | | **86**  2 | **111**  5 | **125**  6 | **107**  4 |
| Restaurant and Food Services  1307.10 and Management | | Cerritos |
| LA Mission | 34 | 26 | 40 | 33 |
| LA Trade-Tech | 8 | 12 | 11 | 10 |
| Mt San Antonio | 19 | 13 | 8 | 13 |
| **LA Subtotal** | **63** | **56** | **65** | **61** |
| Cypress | 63 | 59 | 41 | 54 |
| Orange Coast | 5 | 2 | - | 2 |
| **OC Subtotal** | **68** | **61** | **41** | **57** |
| **Supply Subtotal/Average** | | | **131** | **117** | **106** | **118** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **TOP Code** | **Program** | **College** | **2017-18**  **Awards** | **2018-19**  **Awards** | **2019-20**  **Awards** | **3-Year Average** |
| 1307.20 | Lodging Management | Cypress | 38 | 34 | 61 | 44 |
| Orange Coast | 9 | 4 | 3 | 5 |
| **OC Subtotal** | **47** | **38** | **64** | **50** |
| **Supply Subtotal/Average** | | | **47** | **38** | **64** | **50** |
| **Supply Total/Average** | | | **1,541** | **1,698** | **1,471** | **1,570** |

**Non-Community College Supply—**For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that may provide training programs for the occupations of interest. Exhibit 4 shows the annual and three-year average number of awards conferred by institutions in programs crosswalked to the community college programs listed in Exhibit 3. Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, non-community college institutions in the region conferred an average of 92 awards.

## Exhibit 4: Regional non-community college awards, 2016-2019

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **CIP Code** | **Program** | **Institution** | **2016-17**  **Awards** | **2017-18**  **Awards** | **2018-19**  **Awards** | **3-Year Average** |
| 12.0501 | Baking and Pastry Arts/Baker/Pastry  Chef | Institute of Culinary Education | - | - | 30 | 10 |
| 12.0503 | Culinary Arts/Chef Training | Hacienda La Puente  Adult Education | 23 | 19 | 6 | 16 |
| Institute of Culinary  Education | - | - | 86 | 29 |
| 12.0504 | Restaurant, Culinary, and Catering Management/Manager | Institute of Culinary Education | - | - | 21 | 7 |
| 12.0505 | Food Preparation/ Professional Cooking/  Kitchen Assistant | Baldwin Park Adult & Community Education | 25 | 21 | 25 | 24 |
| 19.0501 | Foods, Nutrition, and Wellness Studies, General | Brandman University | 8 | 1 | 3 | 4 |
| 52.0901 | Hospitality Administration/ Management, General | University of Phoenix-CA | - | 7 | 2 | 3 |
|  |  | **Supply Total/Average** | **56** | **48** | **173** | **92** |

**Appendix A: Occupational demand and wage data by county**

**Exhibit 5. Los Angeles County**

**Entry-**

**Experienced**

**2020**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Occupation (SOC) Jobs** | **Jobs** | **Change** | **Change** | **Openings** | **Earnings Earnings (75th** | | |
|  |  |  |  |  | **(25th Percentile)** | | |
|  |  |  |  |  | **Percentile)** |  |  |
| Food Service 12,527 | 12,203 | (324) | (3%) | 1,370 | $15.94 | $24.05 | $35.65 |
| Lodging Managers 918 | 870 | (48) | (5%) | 97 | $17.24 | $23.43 | $37.69 |
| Chefs and Head 4,979 | 4,699 | (280) | (6%) | 626 | $14.85 | $24.19 | $36.02 |
| First-Line Supervisors  of Food Preparation 19,751  (35-1012) | 20,704 | 953 | 5% | 3,161 | $14.84 | $18.09 | $24.81 |
| Bakers (51-3011) 5,813 | 5,468 | (345) | (6%) | 734 | $13.51 | $14.68 | $16.90 |
| **Total 43,987** | **43,943** | **(44)** | **0%** | **5,988** | **-** | **-** | **-** |

**2025**

**5-Yr**

**5-Yr %**

**Annual**

**Level Hourly**

**Median Hourly**

**Hourly Earnings**

Managers (11-9051)

(11-9081)

Cooks (35-1011)

and Serving Workers

## Exhibit 6. Orange County

**Entry-**

**Experienced**

**Occupation (SOC)**

**2020**

**Jobs**

**2025**

**Jobs**

1. **Yr 5-Yr % Annual Change Change Openings**

**Level Hourly Earnings (25th**

## Median Hourly Earnings

**Hourly Earnings (75th Percentile)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | **Percentile)** |  | |
| Food Service 4,246 | 4,244 | (2) | 0% | 477 | $16.38 | $24.18 | $34.26 |
| Lodging Managers 408 | 367 | (41) | (10%) | 41 | $18.55 | $23.85 | $36.73 |
| Chefs and Head 1,748 | 1,696 | (52) | (3%) | 224 | $14.86 | $23.75 | $34.70 |
| First-Line Supervisors  of Food Preparation 7,383  (35-1012) | 7,922 | 539 | 7% | 1,228 | $13.91 | $16.93 | $23.16 |
| Bakers (51-3011) 1,689 | 1,649 | (40) | (2%) | 217 | $12.71 | $13.84 | $15.91 |

Managers (11-9051)

(11-9081)

Cooks (35-1011)

and Serving Workers

**Total 15,475 15,878 403 3% 2,187 - - -**

## Exhibit 7. Los Angeles and Orange Counties

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Occupation (SOC)** | **2020**  **Jobs** | **2025**  **Jobs** | **5-Yr**  **Change** | **5-Yr %**  **Change** | **Annual Openings** | **Typical Entry-Level Education** |
| Food Service Managers  (11-9051) | 16,773 | 16,446 | (327) | (2%) | 1,847 | HS diploma or equivalent |
| Lodging Managers  (11-9081) | 1,326 | 1,237 | (89) | (7%) | 138 | HS diploma or equivalent |
| Chefs and Head Cooks  (35-1011) | 6,727 | 6,395 | (332) | (5%) | 850 | HS diploma or equivalent |
| First-Line Supervisors of Food Preparation and Serving  Workers (35-1012) | 27,134 | 28,625 | 1,491 | 5% | 4,389 | HS diploma or equivalent |
| Bakers (51-3011) | 7,501 | 7,117 | (384) | (5%) | 950 | No formal educational  credential |
| **Total** | **59,462** | **59,821** | **359** | **1%** | **8,174** | **-** |

**Appendix B: Sources**

* + O\*NET Online
  + Labor Insight/Jobs (Burning Glass)
  + Economic Modeling Specialists, International (Emsi)
  + Bureau of Labor Statistics (BLS)
  + California Employment Development Department, Labor Market Information Division, OES
  + California Community Colleges Chancellor’s Office Management Information Systems (MIS)
  + Self-Sufficiency Standard at the Center for Women’s Welfare, University of Washington
  + Chancellor’s Office Curriculum Inventory (COCI 2.0)

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