

Program Endorsement Brief: 1306.30 – Culinary Arts
Advanced Baking and Pastry (Certificate requiring 30 to < 60 semester units)
 Los Angeles/Orange County Center of Excellence, Orange 2021

Summary Analysis

Program Endorsement:	Endorsed: All Criteria Met <input type="checkbox"/>	Endorsed: Some Criteria Met <input checked="" type="checkbox"/>	Not Endorsed <input type="checkbox"/>
Program Endorsement Criteria			
Supply Gap:	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	
Living Wage: (Entry-Level, 25 th)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Education:	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	
Emerging Occupation(s)			
	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	

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 three middle-skill occupations:

- *Food service managers (11-9051),*
- *Chefs and head cooks (35-1011),*
- *First-line supervisors of food preparation and serving workers (35-1012),*

and one below middle-skill occupation, *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.

Based on the available data, there appears to be a supply gap for the occupations of interest in the region. While entry-level wages are below the self-sufficiency standard wage in both Los Angeles and Orange counties, three of the four occupations typically require a high school diploma or equivalent, and the other requires no formal educational credential. **Therefore, 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 **7,047 jobs available annually** in the region due to retirements and workers leaving the field,

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.

which is more than the 1,553 awards conferred annually by educational institutions in the region.

- Over the past 12 months, there have been **3,997 online job postings, specifically, for bakers and/or pastry chefs**. The highest number of job postings were for bakers, cake decorators, bakery clerks, night bakers, and pastry chefs.
- **Living Wage Criteria** – In Los Angeles County, **all four occupations have entry-level wages below the self-sufficiency standard wage** (\$18.10/hour).²
- **Educational Criteria** – Within the LA/OC region, **87% of the annual job openings** for occupations of interest **typically require a high school diploma or equivalent**.
 - **NOTE:** 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, **19 community colleges** in the LA/OC region issued awards related to culinary arts, conferring an average of **1,041 awards**.
- Between 2016 and 2019, non-community college institutions in the region conferred an average of **512 awards in relevant programs**.

² Self-Sufficiency Standard wage data was pulled from The Self-Sufficiency Standard Tool for California on 10/28/2021. For more information, visit: <http://selfsufficiencystandard.org/california>.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for the four occupations of interest. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 3% through 2025. However, there will nearly be 7,050 job openings per year through 2025 due to retirements and workers leaving the field.

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	43,059	41,685	(1,374)	(3%)	5,179
Orange	15,069	14,892	(177)	(1%)	1,868
Total	58,129	56,577	(1,552)	(3%)	7,047

Wages

The labor market endorsement in this report considers the hourly wages for the 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 four 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 \$13.53 and \$15.94. Experienced *food service managers, chefs and head cooks, and first-line supervisors of food preparation and serving workers* can expect to earn wages between \$24.81 and \$36.02, which are above the self-sufficiency standard wage. However, experienced *bakers* can expect to earn below the self-sufficiency standard wage (\$16.92).

Orange County — All four 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 \$12.66 and \$16.38. Experienced *food service managers, chefs and head cooks, and first-line supervisors of food preparation and serving workers* can expect to earn wages between \$23.16 and \$34.69, which are above the self-sufficiency standard wage. However, experienced *bakers* can expect to earn below the self-sufficiency standard wage (\$15.84).

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 3,997 online job postings, specifically, for bakers and/or pastry chefs. The highest number of job postings were for bakers, cake decorators, bakery clerks, night bakers, and pastry chefs. The top skills were baking, cleaning, cooking, customer service, food safety, and scheduling. The top three employers, by number of job postings, in the region were Panera Bread, El Super, and Whole Foods Market.

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.

Educational Attainment

The Bureau of Labor Statistics (BLS) lists a high school diploma or equivalent as the typical entry-level education for *food service managers* (11-9051); *chefs and head cooks* (35-1011); and *first-line supervisors of food preparation and serving workers* (35-1012); and no formal education for *bakers* (51-3011). In the LA/OC region, the majority of annual job openings (87%) typically require a high school diploma or equivalent. National-level educational attainment data indicates that between 29% and 38% of workers in the field have completed some college or an associate degree. Of the 24% of job postings listing a minimum education requirement in Los Angeles/Orange County, 85% (817) requested a high school or vocational training, 10% (101) requested an associate degree, and 5% (47) requested a bachelor's degree.

Educational Supply

Community College Supply — Exhibit 2 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 Cypress, LA Mission, and LA Trade-Tech. Over the past 12 months, there were eight other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2017-2020

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Yr Average
1306.00	Nutrition, Foods, and Culinary Arts	East LA	7	14	23	15
		Glendale	4	3	6	4
		LA City	-	-	1	0
		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
		Santa Monica	5	3	5	4
		West LA	1	4	2	2

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Yr Average
		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
1306.20	Dietetic Services and Management	Glendale	7	14	16	12
		LA City	7	7	7	7
		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
1306.30	Culinary Arts	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
		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
		Santiago Canyon	4	89	55	49
		OC Subtotal	224	296	221	247
Supply Subtotal/Average			656	781	611	683
1307.00	Hospitality	Glendale	23	27	11	20
		Mt San Antonio	28	31	35	31
		Pasadena	9	11	10	10
		Rio Hondo	-	-	2	1

TOP Code	Program	College	2017-18 Awards	2018-19 Awards	2019-20 Awards	3-Yr Average
		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	111	125	107
1307.10	Restaurant and Food Services and Management	Cerritos	2	5	6	4
		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
Supply Total/Average			978	1,154	992	1,041

Non-Community College Supply — For a comprehensive regional supply analysis, it is important to consider the supply from other institutions in the region that provide training programs for the occupations of interest. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in programs crosswalked to the TOP in Exhibit 2. 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 512 awards.

Exhibit 3: 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	California State Polytechnic University – Pomona	375	375	291	347
		CSU – Long Beach	67	71	81	73
		University of Phoenix-CA	-	7	2	3
Supply Total/Average			498	494	545	512

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Food Service Managers (11-9051)	12,525	11,857	(668)	(5%)	1,193	\$15.94	\$24.05	\$35.65
Chefs and Head Cooks (35-1011)	4,977	4,500	(477)	(10%)	544	\$14.85	\$24.19	\$36.02
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	19,747	19,904	157	1%	2,756	\$14.85	\$18.09	\$24.81
Bakers (51-3011)	5,811	5,423	(388)	(7%)	686	\$13.53	\$14.70	\$16.92
Total	43,059	41,685	(1,374)	(3%)	5,179			

Exhibit 5. Orange County

Occupation (SOC)	2020 Jobs	2025 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25 th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75 th Percentile)
Food Service Managers (11-9051)	4,247	4,084	(163)	(4%)	409	\$16.38	\$24.18	\$34.26
Chefs and Head Cooks (35-1011)	1,747	1,600	(147)	(8%)	192	\$14.86	\$23.74	\$34.69
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	7,386	7,577	191	3%	1,064	\$13.91	\$16.93	\$23.16
Bakers (51-3011)	1,689	1,632	(57)	(3%)	203	\$12.66	\$13.78	\$15.84
Total	15,069	14,892	(177)	(1%)	1,868			

Exhibit 6. 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)	16,772	15,942	(830)	(5%)	1,602	High school diploma or equivalent
Chefs and Head Cooks (35-1011)	6,724	6,100	(624)	(9%)	735	High school diploma or equivalent
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	27,133	27,481	348	1%	3,821	High school diploma or equivalent
Bakers (51-3011)	7,500	7,055	(445)	(6%)	889	No formal educational credential
Total	58,129	56,577	(1,552)	(3%)	7,047	

Appendix B: Sources

- O*NET Online
- Labor Insight/Jobs (Burning Glass)
- Economic Modeling Specialists, International (Emsi)
- Bureau of Labor Statistics (BLS)
- Employment Development Department, Labor Market Information Division, OES
- California Community Colleges Chancellor's Office Management Information Systems (MIS)
- California Family Needs Calculator, Insight Center for Community Economic Development
- Chancellor's Office Curriculum Inventory (COCI 2.0)

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