



Baking and Pastry Management

April 2018

Prepared by the Los Angeles/Orange County Center of Excellence for Labor Market Research

Program Recommendation

This report was compiled by the Los Angeles/Orange County Center of Excellence to provide regional labor market data for the program recommendation of professional baking. This report can help determine whether there is demand in the local labor market that is not being met by the supply from programs of study (CCC and non-CCC) that align with this occupation group.

Based on the data, the COE has determined that there may be a need for a baking and pastry management program in Los Angeles County. Reasons include:

- Jobs related to professional baking are predicted to experience a 3% increase through 2022
- In 2017, there were 1,169 online job postings for baking professionals and baking/pastry managers in Los Angeles County
- Los Angeles County community colleges confer an average of 331 awards annually, signaling a possible undersupply of qualified baking/pastry professionals and managers in the regional workforce

Occupation Codes and Descriptions

Currently, there is one main occupation in the standard occupational classification (SOC) system related to the study of baking, and three occupations related to bakery management. The occupation title and description, as well as reported job titles are included in Exhibit 1.

Exhibit 1 – Occupation, description, and sample job titles

SOC Code	Title	Description	Sample of Reported Job Titles
51-3011	Bakers	Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods.	Baker, Bakery Clerk, Bakery Manager , Cake Decorator, Dough Mixer, Machine Operator, Mixer, Pastry Chef, Processor, Scaler
41-1011	First-Line Supervisors of Retail Sales Workers	Directly supervise and coordinate activities of retail sales workers in an establishment or department. Duties may include management functions, such as purchasing,	Assistant Manager, Assistant Store Manager, Bakery Manager , Deli Manager, Department Manager, Manager, Meat Department Manager, Office Manager, Shift Manager, Store Manager

		budgeting, accounting, and personnel work, in addition to supervisory duties.	
11-9051	Food Service Managers	Plan, direct, or coordinate activities of an organization or department that serves food and beverages.	Banquet Manager, Catering Manager, Food and Beverage Director, Food and Beverage Manager, Food Service Director, Food Service Manager, Food Service Supervisor, Kitchen Manager, Restaurant General Manager, Restaurant Manager
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	Directly supervise and coordinate activities of workers engaged in preparing and serving food.	Cafeteria Manager, Dietary Supervisor, Food and Nutrition Services Supervisor, Food Production Supervisor, Food Service Director, Food Service Manager, Food Service Supervisor, Kitchen Manager, Kitchen Supervisor, Restaurant Manager

Source: O*NET Online

Current and Future Employment

In Los Angeles County, the number of jobs related to professional baking is expected to increase by 3% over the next five years. More than 1,600 job opportunities will be available annually for this occupation through 2022 due to new job growth and replacement need (e.g., retirements). Exhibit 2 only contains detailed employment projections data for bakers (51-3011).

Information on the other three supervisor/manager occupations listed in exhibit 1 will not be included in the traditional labor market information (exhibits 2-3), since these job titles only represent a small portion of the jobs within the occupation code. These three supervisor/manager occupation codes will be included in the real-time labor market data sections of this brief (exhibits 4-6).

Exhibit 2 – Five-year projections for professional baking occupation

SOC	Occupation	2017 Jobs	2022 Jobs	2017 - 2022 Change	2017 - 2022 % Change	Annual Openings
51-3011	Bakers	11,146	11,519	373	3%	1,660

Source: Economic Modeling Specialists International (EMSI)

Earnings

In Los Angeles County, the entry-level average wage for bakers is \$10.01 per hour, which is below the MIT Living Wage¹ estimate of \$13.54 per hour for a single adult. The average annual earnings for this occupation in the region is \$27,241 per year, assuming full-time employment.

Exhibit 3 contains hourly wages and annual average earnings for this occupation. Entry-level hourly earnings is represented by the 10th percentile of wages, median hourly earnings is represented by the 50th percentile of wages, and experienced hourly earnings is represented by the 90th percentile of wages, demonstrating various levels of employment.

Exhibit 3 – Earnings for professional baking occupation

SOC	Occupation	Entry-Level Hourly Earnings	Median Hourly Earnings	Experienced Hourly Earnings	Average Annual Earnings
51-3011	Bakers	\$10.01	\$12.16	\$17.65	\$27,241

Source: Economic Modeling Specialists International (EMSI)

Employer Job Postings

In this research brief, real-time labor market information is used to provide a more nuanced view of the current job market, as it captures job advertisements for occupations relevant to the field of study. Employer job postings are consulted to understand who is employing occupations related to baking and pastry management and what they are looking for in potential candidates. To identify job postings related to these occupations, the SOC code for bakers (51-3011) was used, as well as the following job titles: bak* manag*, pastry manag*. Therefore, jobs that are related to bakery or pastry management but are classified as a managerial or supervisory occupation code (ex. the SOC codes listed in exhibit 1) are included in exhibits 4-6.

In 2017, there were 1,169 employer postings for jobs related to baking and baking/pastry management.

Top Titles

The top job titles for employers posting ads for baking and baking/pastry management jobs are listed in Exhibit 4. Baker is mentioned as the job title in 20% of all relevant job postings (222 postings).

Exhibit 4 – Top job titles (n=1,169)

Title	Job Postings, Full Year 2017
Baker	237

¹ MIT Living Wage Calculator. <http://livingwage.mit.edu/>

Pastry Cook	222
Bakery Clerk	127
Cake Decorator	109
Bakery Manager	89
P.M./Overnight Baker	65
Chef	59
Bakery Team Member	29
A.M. Baker	17
Baker - Helper	14

Source: Labor Insight/Jobs (Burning Glass)

Other job titles with postings related to bakery/pastry management include head/lead baker (12 postings), restaurant manager (8 postings), kitchen manager (7 postings), assistant manager (6 postings), chef manager (3 postings), retail sales manager (2 postings), retail store manager (2 postings) and café manager (1 posting).

Top Employers

Exhibit 5 lists the major employers hiring professional bakers and baking/pastry managers. Top employers posting job ads included Panera Bread, Sprouts and The Vons Company. The top worksite cities in the region for these occupations were Los Angeles, Glendale, Torrance, Santa Monica, and Long Beach.

Exhibit 5 – Top employers (n=853)

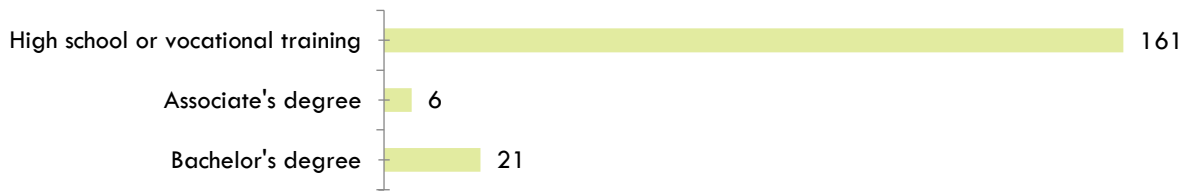
Employer	Job Postings, Full Year 2017
Panera Bread	103
Sprouts Farmers Markets	86
The Vons Company Incorporated	72
Safeway Incorporated	63
Marriott International Incorporated	45
Whole Foods Market, Inc.	37
Albertsons	34
Einstein Noah Restaurant Group	31
Aryzta	15

Source: Labor Insight/Jobs (Burning Glass)

Advertised Education Levels

Exhibit 6 displays the education level requested by employers in online job ads. The majority of employers were looking for a candidate with high school or vocational training (85% of postings). Approximately 84% of job postings did not specify a level of education.

Exhibit 6 – Education requirements for professional bakers (n=188)



Source: Labor Insight/Jobs (Burning Glass)

Education and Training

Exhibit 7 shows the typical entry-level education requirement for the occupation of interest, along with the typical on-the-job training, and percentage of workers in the field who hold a community college award or have completed some postsecondary courses. Between 28-38% of the workforce in these four occupations has completed some community college education as their highest level of education.

Exhibit 7 – Education and training requirements

SOC	Description	Typical entry-level education	Typical on-the-job training	% of Community College Award Holders or Some Postsecondary Coursework
51-3011	Food Service Managers	HS diploma or equivalent	None	38%
41-1011	First-Line Supervisors of Food Preparation and Serving Workers	HS diploma or equivalent	None	38%
11-9051	First-Line Supervisors of Retail Sales Workers	HS diploma or equivalent	None	38%
35-1012	Bakers	No formal educational credential	Long-term on-the-job training	28%

Source: Economic Modeling Specialists International, Bureau of Labor Statistics Employment Projections (Educational Attainment)

Currently, eight community colleges in Los Angeles County train students in culinary arts. Exhibit 8 displays the annual awards conferred for each of the colleges training in this field. It is important to note that an award is not equivalent to a single person in search of a job opening, since a student may earn more than one award (e.g. an associate degree and a certificate).

Between 2014 and 2017, the total annual average community college awards conferred was 331 across one program: Culinary Arts (1306.30).

Exhibit 8 – CCC Student Awards (by TOP and College)

2014-2017 Annual Average						
TOP Code	Program	College	2014-15 Awards	2015-16 Awards	2016-2017 Awards	Total Average CC Awards
1306.30	Culinary Arts	Cerritos	49	44	72	55
		Glendale	3	-	1	1
		LA Harbor	23	34	33	30
		LA Mission	14	5	84	34
		LA Trade	148	169	174	164
		Long Beach	23	33	35	30
		Mt San Antonio	20	16	11	16
		Pasadena	1	-	-	0
Total			281	301	410	331

Source: California Community Colleges Chancellor’s Office MIS Data Mart

Student Outcomes

The CTE LaunchBoard provides student outcome data on the effectiveness of CTE programs. The following student outcome information was collected from exiters of the Culinary Arts Taxonomy of Program (TOP) code (1306.30) in Los Angeles County for the 2015-16 academic year.

- The median annual wage after program completion is \$19,351
- 26% of students are earning a living wage
- 64% of students are employed within six months after completing a program

Source: CTE LaunchBoard

Sources

O*Net Online, Labor Insight/Jobs (Burning Glass), Economic Modeling Specialists International (EMSI), MIT Living Wage Calculator, Bureau of Labor Statistics (BLS) Education Attainment, California Community Colleges Chancellor’s Office Management Information Systems (MIS) Data Mart, CTE LaunchBoard, Statewide CTE Outcomes Survey, Employment Development Department Unemployment Insurance Dataset

Notes

Data included in this analysis represents the labor market demand for positions most closely related to professional baking and baking/pastry management. Standard occupational classification (SOC) codes were chosen based on the national education level required for employment (associate degree and postsecondary certificate) as well as the proportion of current workers who hold a community college award or have had some community college training. This selection process narrows the labor market analysis to the most relevant employment opportunities for students with community college education and/or training.

Traditional labor market information was used to show current and projected employment based on data trends, as well as annual average awards granted by regional community colleges. Real-time labor market information captures job post advertisements for occupations relevant to the field of study and should not be used to establish current job openings, because the numbers may include duplicate job postings or postings intended to gather a pool of applicants. Real-time labor market information can signal demand and show what employers are looking for in potential employees, but is not a perfect measure of the quantity of open positions.