

**Program Endorsement Brief: 1306.20/Dietetic Services and Management
Dietary Manager Certificate**

Orange County Center of Excellence, May 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, 25th) | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> | |
| Education: | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/> | |
| Emerging Occupation(s) | | | |
| | Yes <input type="checkbox"/> | No <input checked="" type="checkbox"/> | |

The 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), *dietetic technicians* (29-2051), and *first-line supervisors of food preparation and serving workers* (35-1012). 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 dietary managers in the region. While more than one-third of current workers in the field have completed an associate degree or some college, typical entry-level wages are significantly lower than the living wage in Orange County. **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 **7,062 jobs available annually** in the region due to retirements and workers leaving the field, **which is more than the 155 awards conferred annually** by educational institutions in the region.

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.

- **Living Wage Criteria** – Within Orange County, *all of the annual job openings* for dietary manager occupations have **entry-level wages significantly below the county’s living wage** (\$17.36/hour).²
- **Educational Criteria** – Within the LA/OC region, **97% of the annual job openings** for occupations related to dietary management **typically require a high school diploma**.
 - However, the national-level educational attainment data indicates **between 36.5% and 42.5% of workers in the field have completed some college or an associate degree**.

Supply:

- There are **15 community colleges** in the LA/OC region that issue awards related to nutrition and/or dietetic management/technology, conferring an average of **151 awards annually** between 2017 and 2020.
- Between 2016 and 2019, there was an average of **4 awards conferred annually** in related training programs by non-community college institutions throughout the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for dietary managers. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to decrease by 3% through 2024. However, there will be more than 7,000 job openings per year through 2024 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 impact of COVID-19 on projections of industry and occupational employment. Therefore, the projections included in this report do not take the impacts of COVID-19 into account.

Exhibit 1: Occupational demand in Los Angeles and Orange Counties³

| Geography | 2019 Jobs | 2024 Jobs | 2019-2024 Change | 2019-2024 % Change | Annual Openings |
|--------------|---------------|---------------|------------------|--------------------|-----------------|
| Los Angeles | 42,105 | 40,909 | (1,197) | (3%) | 5,214 |
| Orange | 14,989 | 14,443 | (546) | (4%) | 1,848 |
| Total | 57,094 | 55,352 | (1,742) | (3%) | 7,062 |

² Living wage data was pulled from California Family Needs Calculator on 5/11/2021. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

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.

Wages

The labor market endorsement in this report considers the entry-level hourly wages for dietary managers in Orange County as they relate to the county's living wage. Los Angeles 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.

Orange County— All of the annual openings for the dietary manager occupations in this report have entry-level wages below the living wage for one adult (\$17.36 in Orange County). Typical entry-level hourly wages are in a range between \$13.33 and \$16.03. Experienced workers can expect to earn wages between \$20.74 and \$32.10, which are higher than the living wage estimate. Orange County's average wages are below the average statewide wage of \$21.92 for these occupations.

Los Angeles County— The majority (71%) of annual openings for dietary manager occupations have entry-level wages below the living wage for one adult (\$15.04 in Los Angeles County). Typical entry-level hourly wages are in a range between \$13.11 and \$16.32. The one occupation in this report with typical entry-level hourly wages above the county's living wage is *food service managers*. Experienced workers can expect to earn wages between \$20.21 and \$22.40, which are higher than the living wage estimate. Los Angeles County's average wages are below the average statewide wage of \$21.92 for these occupations.

Job Postings

There were 16,051 online job postings related to dietary managers listed in the past 12 months. Of these job postings, 55% were for *food service managers* (8,834 postings), 43% were for *first-line supervisors of food preparation and service workers* (6,978), and 1% were for *dietetic technicians* (239). The highest number of job postings were for shift leaders, general managers, assistant managers, restaurant managers, and shift managers. The top skills were: restaurant management, scheduling, customer service, food safety, and cleaning. The top three employers, by number of job postings, in the region were: Panera Bread, Pizza Hut, and Starbucks Coffee Company.

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 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 as the typical entry-level education for *food service managers* and *first-line supervisors of food preparation and service workers*, and an associate degree for *dietetic technicians*. In the LA/OC region, the majority of annual job openings (97%) typically require a high school diploma. However, the national-level educational attainment data indicates between 36.5% and 42.5% of workers in the field have completed some college or an associate degree. Of the 41% of dietary manager job postings listing a minimum education requirement in Los Angeles/Orange County, 75% (4,948) requested a high school diploma, 20% (1,299) requested a high school diploma and 6% (377) requested an associate degree.

Educational Supply

Community College Supply—Exhibit 2 shows the three-year average number of awards conferred by community colleges in the related TOP codes: Nutrition, Foods, and Culinary Arts (1306.00), Dietetic Services and Management (1306.20), and Dietetic Technology (1306.60). The colleges with the most completions in the region are: Orange Coast, Long Beach, and Saddleback. Over the past 12 months, there were six other related program recommendation requests from regional community colleges.

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

| TOP Code | Program | College | 2017-2018 Awards | 2018-2019 Awards | 2019-2020 Awards | 3-Year Award 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 |
| | | 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 |

| TOP Code | Program | College | 2017-2018 Awards | 2018-2019 Awards | 2019-2020 Awards | 3-Year Award Average |
|--------------------------------|---------------------|--------------------|------------------|------------------|------------------|----------------------|
| 1306.60 | Dietetic Technology | Long Beach | 11 | 13 | 12 | 12 |
| | | LA Subtotal | 11 | 13 | 12 | 12 |
| | | Orange Coast | 2 | 13 | 2 | 6 |
| | | OC Subtotal | 2 | 13 | 2 | 6 |
| Supply Subtotal/Average | | | 13 | 26 | 14 | 18 |
| Supply Total/Average | | | 118 | 171 | 164 | 151 |

Non-Community College Supply—For a comprehensive regional supply analysis, it is also important to consider the supply from other institutions in the region that provide training programs for dietary managers. Exhibit 3 shows the annual and three-year average number of awards conferred by these institutions in the related Classification of Instructional Programs (CIP) Code: Foods, Nutrition, and Wellness Studies, General (19.0501). Due to different data collection periods, the most recent three-year period of available data is from 2016 to 2019. Between 2016 and 2019, four-year colleges in the region conferred an average of four awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2016-2019

| CIP Code | Program | College | 2016-2017 Awards | 2017-2018 Awards | 2018-2019 Awards | 3-Year Award Average |
|-----------------------------|---|---|------------------|------------------|------------------|----------------------|
| 19.0501 | Foods, Nutrition, and Wellness Studies, General | Brandman University | 8 | 1 | 3 | 4 |
| | | Charles R Drew University of Medicine and Science | - | - | - | - |
| Supply Total/Average | | | 8 | 1 | 3 | 4 |

Appendix A: Occupational demand and wage data by county

Exhibit 4. Orange County

| Occupation (SOC) | 2019 Jobs | 2024 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) | 5,217 | 4,905 | (313) | (6%) | 510 | \$16.03 | \$23.34 | \$32.10 |
| Dietetic Technicians (29-2051) | 440 | 455 | 14 | 3% | 37 | \$13.45 | \$15.06 | \$20.74 |
| First-Line Supervisors of Food Preparation and Serving Workers (35-1012) | 9,331 | 9,084 | (247) | (3%) | 1,301 | \$13.33 | \$16.00 | \$21.02 |
| Total | 14,989 | 14,443 | (546) | (4%) | 1,848 | | | |

Exhibit 5. Los Angeles County

| Occupation (SOC) | 2019 Jobs | 2024 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) | 15,283 | 14,393 | (891) | (6%) | 1,500 | \$16.32 | \$23.77 | \$33.97 |
| Dietetic Technicians (29-2051) | 1,636 | 1,732 | 96 | 6% | 144 | \$13.11 | \$14.68 | \$20.21 |
| First-Line Supervisors of Food Preparation and Serving Workers (35-1012) | 25,186 | 24,784 | (402) | (2%) | 3,570 | \$14.04 | \$16.94 | \$22.40 |
| Total | 42,105 | 40,909 | (1,197) | (3%) | 5,214 | | | |

Exhibit 6. Los Angeles and Orange Counties

| Occupation (SOC) | 2019 Jobs | 2024 Jobs | 5-Yr Change | 5-Yr % Change | Annual Openings |
|---|----------------------|----------------------|------------------------|--------------------------|----------------------------|
| Food Service Managers (11-9051) | 20,501 | 19,297 | (1,203) | (6%) | 2,010 |
| Dietetic Technicians (29-2051) | 2,076 | 2,186 | 110 | 5% | 181 |
| First-Line Supervisors of Food Preparation and Serving Workers (35-1012) | 34,517 | 33,868 | (649) | (2%) | 4,872 |
| Total | 57,094 | 55,352 | (1,742) | (3%) | 7,062 |

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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