

Program Endorsement Brief: 1306.30/Culinary Arts *Advanced Culinary Arts*

Orange County Center of Excellence, April 2020

Summary Analysis

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), Chefs and Head Cooks (35-1011), First-Line Supervisors of Food Preparation and Serving Workers (35-1012); and one below middle-skill occupation: Cooks, Institution and Cafeteria (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 advanced culinary arts occupations in the region. However, all four of the culinary arts occupations in this report have entry-level wages below the California Family Needs Calculator hourly wage (living wage) in both Los Angeles and Orange Counties. **Therefore, the COE cautiously endorses this proposed program.** Reasons include:

Demand:

- Over the next five years, there is projected to be **12,393 jobs available annually** in the region due to new job growth and replacements, **which is more than the 1,867 awards conferred annually** by educational institutions in the region.
- The national-level educational attainment data indicates **between 23.9% and 40.6% of workers in the field have completed some college or an associate degree.**
- Wages for these occupations vary for Los Angeles and Orange Counties
 - **Typical entry-level hourly wages for all four advanced culinary arts occupations** throughout the region are between \$12.68 and \$14.29, **which are lower than the living wage** for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County)².
 - **Median hourly wages for First-Line Supervisors of Food Preparation and Serving Workers, and Cooks, Institution and Cafeteria are \$15.14 and \$16.00,** respectively; thus, these occupations have median wages that are **above the**

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.

² Living wage data was pulled from California Family Needs Calculator on 4/22/20. For more information, visit the California Family Needs Calculator website: <https://insightcced.org/2018-family-needs-calculator/>.

living wage in Los Angeles County, yet below the living wage in Orange County.

- **Experienced workers in all of these advanced culinary arts occupations** can expect to earn between \$18.99 and \$32.56, which is **higher than the living wage estimates for both counties.**

Supply:

- There are **17 community colleges** in the region that have culinary arts and/or hospitality/restaurant management programs, conferring an average of **989 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there were an average of **878 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 these advanced culinary arts occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 9% through 2024. There will be nearly 12,400 job openings per year through 2024 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 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	56,208	61,278	5,070	9%	9,149
Orange	19,617	21,536	1,919	10%	3,244
Total	75,825	82,814	6,989	9%	12,393

Wages—Typical entry-level hourly wages for advanced culinary arts occupations throughout the region are between \$12.68 and \$14.29.⁴ Entry-level wages for these occupations are lower than the California Family Needs Calculator hourly wage (living wage) for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County). Median hourly wages for First-

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.

⁴ Entry-level wage is defined as the twenty-fifth percentile hourly wage. Wages for experienced workers are defined as the seventy-fifth percentile hourly wage.

Line Supervisors of Food Preparation and Serving Workers, and Cooks, Institution and Cafeteria are \$15.14 and \$16.00, respectively; thus, these occupations have median wages that are above the living wage in Los Angeles County, yet below the living wage in Orange County. Experienced workers in all of these advanced culinary arts occupations can expect to earn between \$18.99 and \$32.56, which is higher than the living wage estimates for both counties. Regional average wages are below the average statewide wage of \$20.52 for these occupations. Wage information, by county, is included in Appendix A.

Job Postings—There were 17,234 online job postings related to advanced culinary arts occupations listed in the past 12 months. The highest number of job postings were for restaurant manager, general manager, chef, assistant manager, and shift leader. The top skills were: restaurant management, scheduling, cooking, customer service, and cost control. The top three employers, by number of job postings, in the region were: Marriott International Incorporated, Starbucks Coffee Company, and El Pollo Loco. Of the 17,234 online job postings, 31% list a minimum education requirement.

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, Chefs and Head Cooks, and First-Line Supervisors of Food Preparation and Serving Workers, and no formal educational credential for Cooks, Institution and Cafeteria. The national-level educational attainment data indicates between 23.9% and 40.6% of workers in the field have completed some college or an associate degree. Of the 31% of advanced culinary arts job postings listing a minimum education requirement in Los Angeles/Orange County, 88% (4,669) requested a high school diploma and 12% (652) requested an associate degree.

Supply

Community College Supply—Exhibit 2, on the following page, shows the three-year average number of awards conferred by community colleges in the related TOP codes: Nutrition, Foods, and Culinary Arts (1306.00), Culinary Arts (1306.30), Hospitality (1307.00), and Restaurant and Food Services and Management (1307.10). The colleges with the most completions in the region are: LA Mission, LA Trade-Tech, and Cypress. Over the past 12 months, there were four other related program recommendation requests from regional community colleges.

Exhibit 2: Regional community college awards (certificates and degrees), 2016-2019

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
1306.00	Nutrition, Foods, and Culinary Arts	East LA	-	7	14	7
		Glendale	19	4	3	9
		LA Mission	2	3	4	3
		Long Beach	-	2	8	3
		Mt San Antonio	10	10	15	12
		Pasadena	-	-	2	1
		Santa Monica	1	5	3	3
		West LA	-	1	4	2
		LA Subtotal	32	32	53	39
		Fullerton	2	9	6	6
		Orange Coast	16	9	17	14
		Saddleback	17	23	26	22
		Santa Ana	-	3	3	2
		OC Subtotal	35	44	52	44
		Supply Subtotal/Average			67	76
1306.30	Culinary Arts	Cerritos	72	77	69	73
		Glendale	1	-	1	1
		LA Harbor	71	10	61	47
		LA Mission	143	158	146	149
		LA Trade-Tech	176	139	144	153
		Long Beach	35	35	48	39
		Mt San Antonio	11	13	16	13
		LA Subtotal	509	432	485	475
		Cypress	59	97	99	85
		Orange Coast	84	97	76	86
		Saddleback	23	26	32	27
		Santiago Canyon	12	4	89	35
		OC Subtotal	178	224	296	233
		Supply Subtotal/Average			687	656
1307.00	Hospitality	Glendale	15	23	27	22
		Mt San Antonio	20	28	31	26
		Pasadena	2	9	11	7
		West LA	8	13	36	19
		LA Subtotal	45	73	105	74

TOP Code	Program	College	2016-2017 Awards	2017-2018 Awards	2018-2019 Awards	3-Year Award Average
		Cypress	8	5	2	5
		Orange Coast	2	8	4	5
		OC Subtotal	10	13	6	10
Supply Subtotal/Average			55	86	111	84
1307.10	Restaurant and Food Services and Management	Cerritos	-	2	5	2
		LA Mission	41	34	26	34
		LA Trade-Tech	11	8	12	10
		Mt San Antonio	6	19	13	13
		LA Subtotal	58	63	56	59
		Cypress	31	63	59	51
		Orange Coast	5	5	2	4
		OC Subtotal	36	68	61	55
Supply Subtotal/Average			94	131	117	114
Supply Total/Average			903	949	1,114	989

Non-Community College Supply—It is important to consider the supply from four-year institutions in the region that provide training programs for advanced culinary arts occupations. Exhibit 3, on the following page, shows the annual and three-year average number of awards conferred by these 7 institutions in the related Classification of Instructional Programs (CIP) Codes: Baking and Pastry Arts/Baker/Pastry Chef (12.0501), Culinary Arts/Chef Training (12.0503), Food Preparation/Professional Cooking/Kitchen Assistant (12.0505), and 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 2014 to 2017. Between 2014 and 2017, four-year colleges in the region conferred an average of 878 awards annually in related training programs.

Exhibit 3: Regional non-community college awards, 2014-2017

CIP Code	Program	College	2014-2015 Awards	2015-2016 Awards	2016-2017 Awards	3-Year Award Average
12.0501	Baking and Pastry Arts/ Baker/Pastry Chef	Argosy University- The Art Institute of California- Hollywood	17	17	11	15
		Argosy University- The Art Institute of California- Los Angeles	28	19	11	19
		Argosy University- The Art Institute of California- Orange County	55	35	17	36
		Le Cordon Bleu College of Culinary Arts-Pasadena	183	202	181	189
12.0503	Culinary Arts/Chef Training	Argosy University- The Art Institute of California- Hollywood	37	26	22	28
		Argosy University- The Art Institute of California- Los Angeles	58	29	21	36
		Argosy University- The Art Institute of California- Orange County	76	43	27	49
		Hacienda La Puente Adult Education	19	22	23	21
12.0505	Food Preparation/ Professional Cooking/ Kitchen Assistant	Le Cordon Bleu College of Culinary Arts-Pasadena	499	474	378	450
		Baldwin Park Adult & Community Education	28	31	25	28
19.0501	Foods, Nutrition, and Wellness Studies, General	Brandman University	8	4	8	7
Supply Total/Average			1,008	902	724	878

Appendix A: Occupational demand and wage data by county

Exhibit 4. Los Angeles County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Food Service Managers (11-9051)	15,280	16,085	805	5%	1,981	\$14.27	\$21.95	\$32.93
Chefs and Head Cooks (35-1011)	7,018	7,512	494	7%	1,049	\$13.25	\$20.29	\$28.33
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	25,797	28,885	3,088	12%	4,793	\$12.88	\$15.37	\$20.73
Cooks, Institution and Cafeteria (35-2012)	8,114	8,795	681	8%	1,327	\$13.18	\$15.96	\$18.93
Total	56,208	61,278	5,070	9%	9,149			

Exhibit 5. Orange County

Occupation (SOC)	2019 Jobs	2024 Jobs	5-Yr Change	5-Yr % Change	Annual Openings	Entry-Level Hourly Earnings (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
Food Service Managers (11-9051)	5,158	5,476	318	6%	681	\$14.34	\$21.77	\$31.51
Chefs and Head Cooks (35-1011)	2,599	2,774	175	7%	386	\$13.72	\$19.75	\$27.19
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	9,567	10,772	1,205	13%	1,794	\$12.17	\$14.48	\$19.44
Cooks, Institution and Cafeteria (35-2012)	2,293	2,514	221	10%	383	\$13.37	\$16.17	\$19.18
Total	19,617	21,536	1,919	10%	3,244			

Exhibit 6. Los Angeles and Orange Counties

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)	20,438	21,561	1,123	5%	2,662	\$14.29	\$21.84	\$32.56
Chefs and Head Cooks (35-1011)	9,617	10,286	669	7%	1,435	\$13.38	\$20.14	\$28.01
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	35,364	39,657	4,293	12%	6,586	\$12.68	\$15.14	\$20.38
Cooks, Institution and Cafeteria (35-2012)	10,407	11,309	902	9%	1,709	\$13.22	\$16.00	\$18.99
Total	75,825	82,814	6,989	9%	12,393			

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
- Employment Development Department, Unemployment Insurance Dataset
- Living Insight Center for Community Economic Development
- 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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