

Program Endorsement Brief: 1306.30/Culinary Arts

Professional Culinary Arts & Professional Baking

Los Angeles/Orange County Center of Excellence, May 2020

Summary Analysis

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 and three below middle-skill occupations.

The middle-skill occupations included in this report are:

- Chefs and head cooks (35-1011)
- First-line supervisors of food preparation and serving workers (35-1012)
- Cooks, private households (35-2013)

The below middle-skill occupations included in this report are:

- Cooks, institution and cafeteria (35-2012)
- Cooks, restaurant (35-2014)
- 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 culinary arts and baking occupations in the region. However, the occupations have entry-level wages below the regional living wage. **Therefore, the COE cautiously endorses this proposed program.** Reasons include:

Demand:

- Over the next five years, there are projected to be **22,354 jobs available annually** in the region due to new job growth and replacements, **which is more than the 1,396 awards conferred annually** by educational institutions in the region.
 - 8,055 of the annual job openings are for middle-skill occupations.
- 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.**
- **Typical regional entry-level hourly wages** for occupations throughout the region are between **\$11.40 and \$17.20, which are lower than the California Family Needs**

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.

Calculator hourly wage (living wage) for one adult in the region (\$15.04 in Los Angeles County and \$17.36 in Orange County)².

- **Experienced culinary workers can expect to earn regional wages between \$14.99 and \$28.01.** Except for bakers and cooks, restaurant, experienced workers can earn a wage higher than the living wage estimates for both counties.

Supply:

- There are **11 community colleges** in the region that issue awards related to culinary arts and baking, conferring an average of **708 awards annually** between 2016 and 2019.
- Between 2014 and 2017, there was an average of **688 awards conferred annually** in related training programs by three non-community college institutions in the region.

Occupational Demand

Exhibit 1 shows the five-year occupational demand projections for these 6 culinary arts and baking occupations. In Los Angeles/Orange County, the number of jobs related to these occupations is projected to increase by 11% through 2024. There will be nearly 22,400 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	94,575	105,151	10,575	11%	16,382
Orange	34,584	38,376	3,792	11%	5,972
Total	129,159	143,527	14,367	11%	22,354

Wages – Typical regional entry-level hourly wages for culinary arts occupations are between \$11.40 and \$17.20. ⁴ Regional entry-level wages for these occupations are lower than the

² Living wage data was pulled from California Family Needs Calculator on 5/20/20. 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.

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.

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). Experienced workers can expect to earn regional wages between \$14.99 and \$28.01. Except for bakers and cooks, restaurant, experienced workers can earn a wage higher than the living wage estimates for both counties. Regional average wages are below the average statewide wage of \$16.48 for these occupations. Wage information, by county, is included in Appendix A.

Job Postings – Job posting information has been separated into two groups, culinary arts and bakers. The culinary arts job posting search included the following occupations; chefs and head cooks, first-line supervisors of food preparation and serving workers, and cooks (institutional and cafeteria, private household, and restaurant). The job posting search for bakers focuses exclusively on the occupation, bakers.

Culinary Arts Job Postings – There were 16,465 online job postings related to culinary arts occupations listed in the past 12 months. The highest number of job postings were for cooks, line cooks, chefs, prep cooks, and sous chefs. The top skills were: cooking, food preparation, cleaning, and food safety. The top three employers, by the number of job postings, in the region were: Marriott International Inc., Compass Group PLC, and Sodexo.

Baker Job Postings – There were 2,607 online job postings related to bakers listed in the past 12 months. The highest number of job postings were for bakers, cake decorators, pastry cooks, and chefs. The top skills were: food safety, cleaning, food preparation, and cooking. The top three employers, by the number of job postings, in the region were: Panera Bread, Marriott International Inc., and El Super.

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) states that bakers, and cooks (institution/cafeteria and restaurant) do not require formal education. Despite this, between 23.9% and 29.3% of workers have completed some college or an associate degree. The BLS lists a high school diploma or equivalent as the typical entry-level education for chefs and head cooks and first-line supervisors of food preparation and serving workers and a postsecondary nondegree award for cooks, private household. The national-level educational attainment data indicates that between 23.9% and 40.6% of workers in the field have completed some college or an associate degree.

Of the 22% of culinary arts job postings listing a minimum education requirement in Los Angeles/Orange County, 87% (3,162) requested a high school diploma or vocational training and 13% (462) requested an associate degree. Of the 18% of job postings for bakers listing a minimum education requirement in Los Angeles/Orange County, 90% (431) requested a high school diploma or vocational training and 10% (48) requested an associate degree.

Educational Supply

Community College Supply – Exhibit 2, on the next page, shows the three-year average number of awards conferred by community colleges in the related TOP code: Culinary Arts (1306.30).

The colleges with the most completions in the region are: LA Trade, LA Mission, and Orange Coast. Over the past 12 months, there were two 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
1306.30	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	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 Total/Average			687	656	781	708

Non-Community College Supply – It is important to consider the supply from non-community college institutions in the region that provide training programs for culinary arts and baking occupations. Exhibit 3 shows the annual and three-year average number of awards conferred by these 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), and Food Preparation/Professional Cooking/Kitchen (12.0505). Due to different data collection periods, the most recent three-year period of available data is from 2014 to 2017. Between 2014 and 2017, non-community colleges in the region conferred an average of 688 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	Le Cordon Bleu College of Culinary Arts-Pasadena	183	202	181	189

		Subtotal/Average	183	202	181	189
12.0503	Culinary Arts/Chef Training	Hacienda La Puente Adult Education	19	22	23	21
		Le Cordon Bleu College of Culinary Arts-Pasadena	499	474	378	450
		Subtotal/Average	518	496	401	472
12.0505	Food Preparation/ Professional Cooking/ Kitchen Assistant	Baldwin Park Adult & Community Education	28	31	25	28
		Subtotal/Average	28	31	25	28
Supply Total/Average			729	729	607	688

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)
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	25,929	29,022	3,093	12%	4,815	\$12.88	\$15.37	\$20.73
Chefs and Head Cooks (35-1011)	7,017	7,493	476	7%	1,044	\$13.25	\$20.29	\$28.33
Cooks, Private Household (35-2013)	74	74	0	0%	11	\$17.28	\$20.35	\$23.06
Middle-Skill Subtotal	33,020	36,590	3,569	11%	5,870			
Cooks, Restaurant (35-2014)	46,358	52,605	6,247	13%	8,188	\$12.23	\$13.98	\$16.01
Cooks, Institution and Cafeteria (35-2012)	8,147	8,828	681	8%	1,332	\$13.18	\$15.96	\$18.93
Bakers (51-3011)	7,050	7,128	78	1%	992	\$11.40	\$12.51	\$15.05
Below Middle-Skill Subtotal	61,555	68,562	7,006	11%	10,511			
Total	94,575	105,151	10,575	11%	16,382			

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)
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	9,591	10,776	1,185	12%	1,792	\$12.17	\$14.48	\$19.44
Chefs and Head Cooks (35-1011)	2,606	2,779	173	7%	387	\$13.72	\$19.75	\$27.19
Cooks, Private Household (35-2013)	35	37	2	6%	5	\$17.01	\$19.96	\$22.60
Middle-Skill Subtotal	12,231	13,591	1,360	11%	2,185			
Cooks, Restaurant (35-2014)	17,897	19,965	2,068	12%	3,070	\$11.88	\$13.49	\$15.34
Cooks, Institution and Cafeteria (35-2012)	2,318	2,549	231	10%	389	\$13.37	\$16.17	\$19.18
Bakers (51-3011)	2,138	2,271	133	6%	328	\$11.41	\$12.46	\$14.89
Below Middle-Skill Subtotal	22,353	24,784	2,432	11%	3,787			
Total	34,584	38,376	3,792	11%	5,972			

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 (25th Percentile)	Median Hourly Earnings	Experienced Hourly Earnings (75th Percentile)
First-Line Supervisors of Food Preparation and Serving Workers (35-1012)	35,520	39,798	4,278	12%	6,608	\$12.68	\$15.14	\$20.38
Chefs and Head Cooks (35-1011)	9,623	10,272	649	7%	1,431	\$13.38	\$20.14	\$28.01
Cooks, Private Household (35-2013)	109	111	2	2%	16	\$17.20	\$20.23	\$22.92
Middle-Skill Subtotal	45,252	50,181	4,929	11%	8,055			

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)
Cooks, Restaurant (35-2014)	64,255	72,570	8,315	13%	11,258	\$12.11	\$13.84	\$15.83
Cooks, Institution and Cafeteria (35-2012)	10,465	11,377	912	9%	1,721	\$13.22	\$16.00	\$18.99
Bakers (51-3011)	9,188	9,399	211	2%	1,320	\$11.40	\$12.51	\$14.99
Below Middle-Skill Subtotal	83,908	93,346	9,438	11%	14,298			
Total	129,159	143,527	14,367	11%	22,354			

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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June 2020