

Labor Market Analysis of Skills Related to the Culinary Arts Careers in Massachusetts **December 2024**

In partnership with Pathway2Careers™, Massachusetts Department of Secondary Education is modernizing its CTE Frameworks to close the gap that exists between education and industry.



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## Overview and Key Findings

### Programs

Two Chapter 74 programs of study are currently offered within the Hospitality and Tourism Cluster.

* Culinary Arts
* Hospitality Management

The Culinary Arts program prepares students for careers in foodservice.

The Hospitality Management program prepares students for careers in three primary areas of focus:

* Food and Beverage
* Lodging
* Recreation

Each of these programs maps to multiple occupations, and each occupation is employed by multiple industries. This analysis uses labor market data from the Massachusetts Department of Economic Research to provide perspective on both the industries (the employers) and the career paths that are available to our graduates.

Each program also identifies multiple Industry-Recognized Credentials (IRC) that facilitate entry into these careers.

Hospitality Management IRC’s:

* American Heart Association CPR, Choke Saver, AED and First Aid
* American Hotel and Lodging Association Lodging Management Program (yr. 1 & yr. 2) Health Communications, Inc. TIPS
* National Restaurant Association Pro-Start® (yr. 1 & yr. 2); ServSafe Alcohol ®Training; ServSafe Food Safety Certification®; Massachusetts Allergen Training Program Certification supported by the National Restaurant Association
* OSHA 10-hour General Industry Certification; Red Cross CPR, AED, Choke Saver and First Aid

Four distinct approaches to occupational information are taken in this analysis:

* The Arts, Entertainment and Recreation Industry
* The Accommodations and Food Service Industry
* Food Preparation and Handling Occupations and Arts, Design, Entertainment, Sports, and Media Occupations
* Select Management Occupations

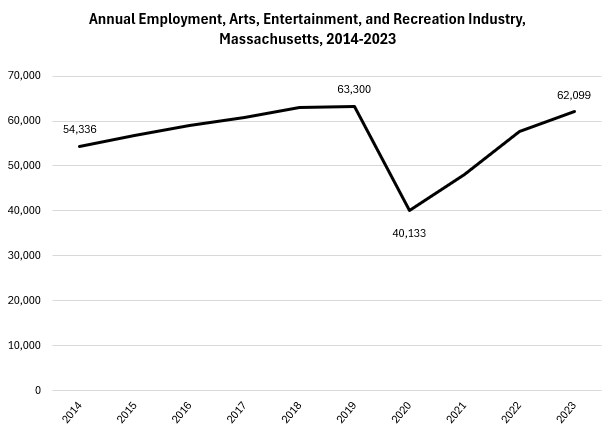
### The Arts, Entertainment, and Recreation Industry in Massachusetts

More than 59,000 people are employed by the Arts, Entertainment, and Recreation industry in Massachusetts. Amusements, Gambling, and Recreation is the largest component of that total, accounting for more than 2,700 jobs. Performing Arts and Spectator Sports has a significant presence in the Commonwealth.

#### Table 1: Employment and Average Wages, Arts, Entertainment and Recreation Industry, Massachusetts, 2024 Q1

|  |  |  |  |
| --- | --- | --- | --- |
| Industry | Establishments | Jobs | Average Annual Wages |
| Arts, Entertainment, and Recreation | 4,318 | 59,803 | $56,004 |
| Detailed Industry | Establishments | Jobs | Average Annual Wages |
| Amusements, gambling, and recreation | 2,711 | 41,178 | $38,116 |
| Other amusement and recreation industries | 2,642 | 38,849 | $31,980 |
| Performing arts and spectator sports | 1,325 | 12,686 | $114,816 |
| Museums, historical sites, zoos, and parks | 282 | 5,940 | $54,652 |
| Museums, historical sites, zoos, and parks | 282 | 5,940 | $54,652 |
| Promoters of performing arts and sports | 268 | 5,513 | $46,644 |
| Performing arts companies | 346 | 3,285 | $55,588 |
| Spectator sports | 183 | 2,903 | $325,936 |
| Gambling industries | 19 | 1,525 | $196,716 |

The number of jobs in the Arts, Entertainment, and Recreation Industry in Massachusetts had steadily increased until the onset of the COVID-19 pandemic in 2020. The industry was devastated by that crisis, shedding more than 23,000 jobs (36.6% of the total) in that year.



#### Staffing patterns

The occupations employed in this industry include a wide variety of opportunities and career paths, the majority of which typically require little to no formal educational experience.

#### Table 2: Staffing Patterns, Arts, Entertainment, and Recreation Industry

|  |  |  |  |
| --- | --- | --- | --- |
| Occupation | Share of Jobs in the Industry | Median Hourly Earnings | Typical Entry-Level Education |
| Exercise Trainers and Group Fitness Instructors | 10.1% | $26.95 | High School |
| Amusement and Recreation Attendants | 5.9% | $16.10 | None |
| General and Operations Managers | 5.5% | $58.02 | Bachelor's |
| Landscaping and Groundskeeping Workers | 4.6% | $22.41 | None |
| Waiters and Waitresses | 3.2% | $16.86 | None |
| Receptionists and Information Clerks | 3.0% | $18.79 | High School |
| Customer Service Representatives | 2.8% | $22.76 | High School |
| Retail Salespersons | 2.3% | $17.26 | None |
| Bartenders | 2.3% | $16.81 | None |
| Coaches and Scouts | 2.1% | $27.47 | Bachelor's |
| Maintenance and Repair Workers, General | 2.0% | $25.46 | High School |
| Recreation Workers | 2.0% | $17.76 | High School |

### The Accommodation and Food Service Industry

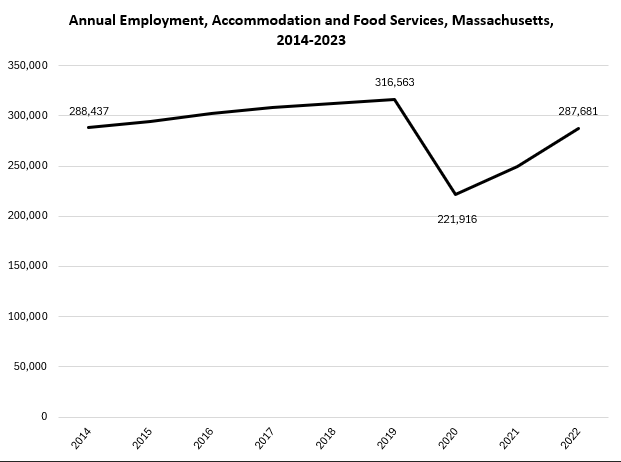
More than 281,000 people are employed by the Accommodation and Food Services industry in Massachusetts. The Foodservices and Drinking Establishments category accounts for the large majority of those jobs (248,719), while Accommodation accounts for another 33,199.

#### Table 3: Employment and Average Wages, Accommodation and Food Services Industry, Massachusetts, 2024 Q1

|  |  |  |  |
| --- | --- | --- | --- |
| Industry | Establishments | Jobs | Average Annual Wages |
| Accommodation and Food Services | 16,436 | 281,919 | $34,736 |
| Detailed Industry | Establishments | Jobs | Average Annual Wages |
| Food services and drinking places | 15,238 | 281,919 | $34,736 |
| Restaurants and other eating places | 13,472 | 248,719 | $31,980 |
| Special food services | 1,241 | 32,549 | $55,172 |
| Drinking places, alcoholic beverages | 525 | 21,739 | $44,980 |
| Accommodation | 1,198 | 221,585 | $30,836 |
| Traveler accommodation | 1,025 | 33,199 | $55,224 |
| RV parks and recreational camps | 130 | 5,395 | $26,208 |
| Rooming and boarding houses | 43 | 494 | $62,400 |

*Massachusetts Department of Economic Research, Quarterly Census of Employment and Wages*

The number of jobs in the Accommodation and Food Services Industry in Massachusetts had steadily increased until the onset of the COVID-19 pandemic in 2020. The industry was also devastated by that crisis, shedding more than 94,000 jobs (29.9% of the total) in that year.



*Massachusetts Department of Economic Research, Quarterly Census of Employment and Wages*

#### Staffing patterns

The occupations employed in this industry include a wide variety of opportunities and career paths, many of which typically require little to no formal educational experience.

#### Table 4: Staffing Patterns, Accommodation and Food Service Industry

|  |  |  |  |
| --- | --- | --- | --- |
| Occupation | Share of Jobs in the Industry | Median Hourly Earnings | Typical Entry-Level Education |
| Fast Food and Counter Workers | 24.7% | $16.75 | None |
| Waiters and Waitresses | 15.6% | $16.86 | None |
| Cooks, Restaurant | 9.9% | $20.94 | None |
| First-Line Supervisors-Food Preparation & Serving Workers | 7.3% | $21.60 | High school |
| Bartenders | 5.0% | $16.81 | None |
| Hosts and Hostesses, Restaurant, Lounge, Coffee Shop | 3.7% | $16.97 | None |
| Dishwashers | 3.5% | $17.39 | None |
| Food Preparation Workers | 2.8% | $17.56 | None |
| Dining Room & Cafeteria Attendants & Bartender Helpers | 2.5% | $17.31 | None |
| Cashiers | 2.4% | $16.34 | None |
| General and Operations Managers | 2.3% | $58.02 | Bachelor's |
| Maids and Housekeeping Cleaners | 2.3% | $18.19 | None |

*United States Bureau of Labor Statistics, Employment Projections Series, Employment by Occupation*

*United States Department of Labor, Employment and Training Administration Occupation Profiles*

### Target Occupations

**First-Line Supervisors of Entertainment and Recreation Workers** directly supervise and coordinate activities of entertainment and recreation related workers.

**Entertainment and Recreation Managers** plan, direct, or coordinate entertainment and recreational activities and operations of a recreational facility, including cruise ships and parks.

**First-Line Supervisors of Food Preparation and Serving Workers** directly supervise and coordinate activities of workers engaged in preparing and serving food.

**Food Service Managers** plan, direct, or coordinate activities of an organization or department that serves food and beverages.

**Chefs and Head Cooks** direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.

#### Table 5: Employment and Wages, Target Occupations Arts, Entertainment and Recreation, Massachusetts

|  |  |  |  |
| --- | --- | --- | --- |
| Arts, Entertainment and Recreation Occupations | 2023 Jobs | 2023 Mean Wages | Experienced Annual Wages |
| First-Line Supervisors of Entertainment and Recreation Workers | 2,150 | $58,730 | $67,040 |
| Entertainment and Recreation Managers | 250 | $95,620 | $112,760 |
| **Accommodation and Food Service Occupations** | **2023 Jobs** | **2023 Mean Wages** | **Experienced Annual Wages** |
| First-Line Supervisors of Food Preparation and Serving Workers | 26,390 | $49,150 | $55,330 |
| Food Service Managers | 4,530 | $81,860 | $93,440 |
| Chefs and Head Cooks | 4,470 | $77,120 | $88,400 |

*Massachusetts Department of Economic Research, Occupational Employment and Wages Statistics*

As a group, Food Preparation and Serving occupations are the lowest-paying jobs in the American workforce. Many of these occupations pay among the lowest wages in the more than 800 jobs that are profiled every year by the United States Department of Labor. It should be noted, however, that additional education and experience can open opportunities in higher-paying and more specialized career fields.

#### Table 6: Target Occupations and Career Pathways

##### Job Zone Two

|  |  |  |
| --- | --- | --- |
| Occupation | Median Annual Earnings | Typical Entry-Level Education |
| Food Preparation Workers | $35,990 | None |
| Cooks, Institution and Cafeteria | $36,520 | None |
| First-Line Supervisors of Food Preparation and Serving Workers | $46,390 | None |
| Food Service Managers | $44,930 | High School |

##### Job Zone Three

|  |  |  |
| --- | --- | --- |
| Occupation | Median Annual Earnings | Typical Entry-Level Education |
| Chefs and Head Cooks | $75,770 | High School |

##### Job Zone Four

|  |  |  |
| --- | --- | --- |
| Occupation | Median Annual Earnings | Typical Entry-Level Education |
| Food Service Managers | $77,030 | High School |
| Lodging Managers | $78,830 | High School |
| General and Operations Managers | $120,680 | Bachelor’s |

*United States Bureau of Labor Statistics, Employment Projections Series, Employment by Occupation*

*United States Department of Labor, Employment and Training Administration Occupation Profiles*

### Key Findings

A detailed analysis of the Programs of study, related industries, and related occupations led to several key conclusions:

1. **Low Wage and High Demand**

The occupations associated with these programs tend to pay lower-than-average wages, but account for a significant portion of the Commonwealth’s workforce.

1. **Career outlooks for the target occupations**

While these occupations tend to be low-wage in and of themselves, they do provide entrée into higher-value career pathways and more sophisticated careers with the addition of experience and/or additional education.

1. **The importance of a driver’s license**

A valid driver's license is one of the most- mentioned qualifications for careers in these fields, making it not only a value to the individual on a personal level, but also as a career-related asset.

## Occupation Profiles and Job Postings

### O\*Net Occupation Profile- First-Line Supervisors of Food Preparation and Serving Workers

The United States Department of Labor, Employment and Training Administration created and regularly updates more than 800 occupational profiles with characteristics like skills, educational requirements, and daily tasks, based on the inputs of industry experts and people who are employed in the occupations.

#### Description

Directly supervise and coordinate activities of workers engaged in preparing and serving food.

#### Top Tasks

* Perform various financial activities, such as cash handling, deposit preparation, and payroll.
* Resolve customer complaints regarding food service.
* Compile and balance cash receipts at the end of the day or shift.
* Present bills and accept payments.
* Inspect supplies, equipment, and work areas to ensure efficient service and conformance to standards.
* Perform food preparation and serving duties, such as carving meat, preparing flambe dishes, or serving wine and liquor.
* Train workers in food preparation, and in service, sanitation, and safety procedures.
* Supervise and participate in kitchen and dining area cleaning activities.
* Perform personnel actions, such as hiring and firing staff, providing employee orientation and training, and conducting supervisory activities, such as creating work schedules or organizing employee time sheets.
* Control inventories of food, equipment, smallware, and liquor, and report shortages to designated personnel.
* Assign duties, responsibilities, and workstations to employees in accordance with work requirements.
* Specify food portions and courses, production and time sequences, and workstation and equipment arrangements.
* Record production, operational, and personnel data on specified forms.
* Observe and evaluate workers and work procedures to ensure quality standards and service, and complete disciplinary write-ups.
* Estimate ingredients and supplies required to prepare a recipe.
* Analyze operational problems, such as theft and wastage, and establish procedures to alleviate these problems.
* Forecast staff, equipment, and supply requirements, based on a master menu.
* Recommend measures for improving work procedures and worker performance to increase service quality and enhance job safety.
* Develop equipment maintenance schedules and arrange for repairs.
* Bringing others together and trying to reconcile differences.

#### Top Detailed Work Activities

* Manage food service operations or parts of operations.
* Balance receipts.
* Communicate with customers to resolve complaints or ensure satisfaction.
* Process customer bills or payments.
* Cut cooked or raw foods.
* Inspect facilities, equipment or supplies to ensure conformance to standards.
* Prepare foods for cooking or serving.
* Train food preparation or food service personnel.
* Clean food preparation areas, facilities, or equipment.
* Assist customers with seating arrangements.
* Present food or beverage information or menus to customers.
* Perform human resources activities.
* Coordinate activities of food service staff.
* Maintain food, beverage, or equipment inventories.
* Coordinate timing of food production activities.
* Monitor food services operations to ensure procedures are followed.
* Record operational or production data.
* Estimate supplies, ingredients, or staff requirements for food preparation activities.
* Order materials, supplies, or equipment.
* Schedule equipment maintenance.
* Plan menu options.
* Evaluate quality of materials or products.
* Schedule dining reservations.

#### National Associations

* Academy of Nutrition and Dietetics
* Association of Nutrition and Foodservice Professionals
* International Council on Hotel, Restaurant, and Institutional Education
* National Restaurant Association
* School Nutrition Association

#### Accreditation, Certification, & Unions

* American Culinary Federation

#### Job Postings – First-Line Supervisors of Food Preparation and Serving Workers

P2C uses a third-party system that aggregates data from job postings to provide perspective on the skills and qualifications employers are prioritizing in their advertisements for these occupations.

* After controlling for multiple postings that likely referenced the same single opening, over the last year, we identified 4,873 unique job postings for First-Line Supervisors of Food Preparation and Serving Workers
* We identified 891unique employers who posted openings online.

##### Top Common Skills

* Customer Service
* Management
* Communication
* Operations
* Leadership

##### Top Specialized Skills

* Restaurant Operation
* Food Safety and Sanitation
* Food Services
* Cash Handling
* Merchandising
* Food Preparation
* Inventory Control

##### Top Software Skills

* Microsoft Office
* Microsoft Excel
* Microsoft Outlook
* Learning Management Systems
* Microsoft PowerPoint

##### Top Employers Advertising:

* Walgreens Boots Alliance
* Taco Bell
* Aramark
* Global Partners
* Dunkin' Brands
* Compass Group
* Chipotle
* Whole Foods
* Catalano Management Company
* Kentucky Fried Chicken
* Sodexo
* Hannaford Brothers Company
* Panera Bread
* Bruegger's
* Restaurant Depot
* The College Board

##### Top Job Titles:

* Shift Leaders
* Food Service Supervisors
* Food Service Directors
* Shift Supervisors
* Kitchen Leaders
* Food Service Associates
* Food and Beverage Supervisors
* Directors of Dining Services
* Restaurant Supervisors
* Kitchen Supervisors
* Directors of Food and Beverage
* Shift Leads
* Area Coaches
* Food Supervisors
* Restaurant Shift Leaders
* Dining Room Supervisors
* Culinary Leads

##### Top Qualifications:

* ServSafe Certification
* Valid Driver's License
* Cardiopulmonary Resuscitation (CPR) Certification
* Food Handler's Card
* Food Safety Certification
* Registered Dietitian (RD/RDN)
* Certified Dietary Manager (CDM)
* First Aid Certification
* American Red Cross (ARC) Certification

### O\*Net Occupation Profile-Food Service Managers

The United States Department of Labor, Employment and Training Administration created and regularly updates more than 800 occupational profiles with characteristics like skills, educational requirements, and daily tasks, based on the inputs of industry experts and people who are employed in the occupations.

#### Description

Plan, direct, or coordinate activities of an organization or department that serves food and beverages.

#### Top Tasks

* Keep records required by government agencies regarding sanitation or food subsidies.
* Investigate and resolve complaints regarding food quality, service, or accommodations.
* Maintain food and equipment inventories and keep inventory records.
* Monitor food preparation methods, portion sizes, and garnishing and presentation of food to ensure that food is prepared and presented in an acceptable manner.
* Schedule and receive food and beverage deliveries, checking delivery contents to verify product quality and quantity.
* Coordinate assignments of cooking personnel to ensure economical use of food and timely preparation.
* Monitor compliance with health and fire regulations regarding food preparation and serving and building maintenance in lodging and dining facilities.
* Count money and make bank deposits.
* Establish standards for personnel performance and customer service.
* Perform some food preparation or service tasks, such as cooking, clearing tables, and serving food and drinks when necessary.
* Greet guests, escort them to their seats, and present them with menus and wine lists.
* Test cooked food by tasting and smelling it to ensure palatability and flavor conformity.
* Schedule staff hours and assign duties.
* Arrange for equipment maintenance and repairs, and coordinate a variety of services, such as waste removal and pest control.
* Review menus and analyze recipes to determine labor and overhead costs and assign prices to menu items.
* Organize and direct worker training programs, resolve personnel problems, hire new staff, and evaluate employee performance in dining and lodging facilities.
* Review work procedures and operational problems to determine ways to improve service, performance, or safety.
* Assess staffing needs and recruit staff, using methods such as newspaper advertisements or attendance at job fairs.
* Order and purchase equipment and supplies.
* Record the number, type, and cost of items sold to determine which items may be unpopular or less profitable.

#### Top Detailed Work Activities

* Monitor activities of individuals to ensure safety or compliance with rules.
* Maintain regulatory or compliance documentation.
* Maintain operational records.
* Manage inventories of products or organizational resources.
* Resolve customer complaints or problems.
* Evaluate quality of materials or products.
* Monitor organizational procedures to ensure proper functioning.
* Schedule product or material transportation.
* Manage organizational or project budgets.
* Manage guest services.
* Collect payments for goods or services.
* Monitor organizational compliance with regulations.
* Develop organizational policies or programs.
* Perform manual service or maintenance tasks.
* Provide basic information to guests, visitors, or clients.
* Prepare staff schedules or work assignments.
* Estimate cost or material requirements.
* Direct facility maintenance or repair activities.
* Analyze data to inform operational decisions or activities.
* Negotiate sales or lease agreements for products or services.
* Schedule activities or facility use.
* Evaluate employee performance.
* Manage human resources activities.
* Recommend organizational process or policy changes.
* Determine resource needs.
* Purchase materials, equipment, or other resources.
* Recruit personnel.
* Advise communities or institutions regarding health or safety issues.

#### National Associations

* Academy of Nutrition and Dietetics
* American National Standards Institute
* Association of Nutrition and Foodservice Professionals
* International Council on Hotel, Restaurant, and Institutional Education
* National Association for Catering and Events
* National Restaurant Association
* Society for Hospitality and Foodservice Management

#### Accreditation, Certification, & Unions

* American Culinary Federation
* National Restaurant Association Educational Foundation

#### Job Postings – Food Service Managers

P2C uses a third-party system that aggregates data from job postings to provide perspective on the skills and qualifications employers are prioritizing in their advertisements for these occupations.

* After controlling for multiple postings that likely referenced the same single opening, over the last year, we identified 8,122 unique job postings for Food Service Managers.
* We identified 1,162 unique employers who posted openings online.

##### Top Common Skills

* Customer Service
* Management
* Communication
* Operations
* Leadership

##### Top Specialized Skills

* Restaurant Operation
* Food Safety and Sanitation
* Restaurant Management
* Food Services
* Marketing
* Profit and Loss Management
* Inventory Management

##### Top Software Skills

* Microsoft Office
* Microsoft Excel
* Microsoft Outlook
* Microsoft Word
* Microsoft PowerPoint

##### Top Employers Advertising:

* Panera Bread
* Domino's Pizza
* Dunkin' Brands
* Taco Bell
* Compass Group
* Kentucky Fried Chicken
* Marriott International
* Sodexo
* Aramark
* QDOBA Mexican Eats
* Buffalo Wild Wings
* Restaurant Depot
* Texas Roadhouse
* Burger King
* 99 Restaurants
* Dunkin' Donuts
* Albertsons
* Raising Cane's
* Shake Shack
* McDonald's

##### Top Job Titles:

* General Managers
* Assistant Managers
* Assistant General Managers
* Assistant Restaurant Managers
* Restaurant Managers
* Managers
* Restaurant General Managers
* Food and Beverage Managers
* Chef Managers
* Front of House Managers
* Bakery Managers
* Kitchen Managers
* Food Service Managers
* Shift Managers
* Cafe Managers
* Bar Managers
* Banquet Managers
* Seafood Managers
* Deli Assistant Managers
* Catering Managers

##### Top Qualifications:

* ServSafe Certification
* Valid Driver's License
* Cardiopulmonary Resuscitation (CPR) Certification
* First Aid Certification
* Food Safety Certification
* Food Handler's Card
* Certified Dietary Manager (CDM)
* Alcohol Certification
* Training For Intervention Procedures (TIPS) Certification
* Registered Dietitian (RD/RDN)
* OSHA Certification
* Automated External Defibrillator (AED) Certification
* Certified Sommelier
* American Culinary Federation Certification

### O\*Net Occupation Profile-Chefs and Head Cooks

The United States Department of Labor, Employment and Training Administration created and regularly updates more than 800 occupational profiles with characteristics like skills, educational requirements, and daily tasks, based on the inputs of industry experts and people who are employed in the occupations.

#### Description

Direct and may participate in the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts.

#### Top Tasks

* Monitor sanitation practices to ensure that employees follow standards and regulations.
* Check the quality of raw or cooked food products to ensure that standards are met.
* Determine production schedules and staff requirements necessary to ensure timely delivery of services.
* Check the quantity and quality of received products.
* Supervise or coordinate activities of cooks or workers engaged in food preparation.
* Determine how food should be presented and create decorative food displays.
* Analyze recipes to assign prices to menu items, based on food, labor, and overhead costs.
* Instruct cooks or other workers in the preparation, cooking, garnishing, or presentation of food.
* Prepare and cook foods of all types, either on a regular basis or for special guests or functions.
* Recruit and hire staff, such as cooks and other kitchen workers.
* Order or requisition food or other supplies needed to ensure efficient operation.
* Coordinate planning, budgeting, or purchasing for all the food operations within establishments such as clubs, hotels, or restaurant chains.
* Inspect supplies, equipment, or work areas to ensure conformance to established standards.
* Estimate amounts and costs of required supplies, such as food and ingredients.
* Record production or operational data on specified forms.
* Plan, direct, or supervise food preparation or cooking activities of multiple kitchens or restaurants in an establishment such as a restaurant chain, hospital, or hotel.
* Arrange for equipment purchases or repairs.
* Collaborate with other personnel to plan and develop recipes or menus, taking into account such factors as seasonal availability of ingredients or the likely number of customers.
* Demonstrate new cooking techniques or equipment to staff.
* Meet with customers to discuss menus for special occasions, such as weddings, parties, or banquets.
* Meet with sales representatives to negotiate prices or order supplies.

#### Top Detailed Work Activities

* Monitor activities of individuals to ensure safety or compliance with rules.
* Check quality of foods or supplies.
* Coordinate timing of food production activities.
* Coordinate activities of food service staff.
* Create new recipes or food presentations.
* Determine prices for menu items.
* Train food preparation or food service personnel.
* Cook foods.
* Perform human resources activities.
* Order materials, supplies, or equipment.
* Manage food service operations or parts of operations.
* Estimate supplies, ingredients, or staff requirements for food preparation activities.
* Inspect facilities, equipment or supplies to ensure conformance to standards.
* Record operational or production data.
* Schedule equipment maintenance.
* Plan menu options.
* Communicate with customers to resolve complaints or ensure satisfaction.
* Plan special events.

#### National Associations

* American Personal and Private Chef Association
* Chaine Des Rotisseurs
* James Beard Foundation
* National Association for Catering and Events
* National Restaurant Association
* Women Chefs and Restaurateurs

#### Accreditation, Certification, & Unions

* American Culinary Federation
* Retail Bakers of America
* World Association of Chefs Societies

#### Job Postings – Chefs and Head Cooks

P2C uses a third-party system that aggregates data from job postings to provide perspective on the skills and qualifications employers are prioritizing in their advertisements for these occupations.

* After controlling for multiple postings that likely referenced the same single opening, over the last year, we identified 2,393 unique job postings for Chefs and Head Cooks
* We identified 615 unique employers who posted openings online.

##### Top Common Skills

* Sanitation
* Operations
* Communication
* Management
* Leadership

##### Top Specialized Skills

* Cooking
* Food Safety and Sanitation
* Restaurant Operation
* Food Services
* Food Preparation
* Culinary Arts

##### Top Software Skills

* Microsoft Excel
* Microsoft Outlook
* Microsoft Word
* Microsoft Office
* Microsoft PowerPoint

##### Top Employers Advertising:

* Compass Group
* Showcase Cinemas
* Aramark
* Sodexo
* Global Partners
* Harvard University
* Marriott International
* Campus Services
* The Rail Trail Flatbread Co
* Aub Faculty Of Arts And Sciences
* Tatte Bakery & Cafe
* Goodwin Recruiting
* Hilton
* Lcb Senior Living
* Benchmark Senior Living
* MGM Resorts International
* Bon Appétit Management Company
* The Chef Agency
* Dig
* Harvard Law School
* Omni Hotels & Resorts
* FLIK Hospitality Group

##### Top Job Titles:

* Sous Chefs
* Executive Chefs
* Chefs De Cuisine
* Chefs
* Head Chefs
* Executive Sous Chefs
* Pastry Chefs
* Sushi Chefs
* Banquet Chefs
* Restaurant Chefs
* Chefs/Cooks
* Catering Chefs
* Chefs De Partie
* Movie Extras
* Private Chefs
* Personal Chefs
* Schedulers
* Line Chefs

##### Top Qualifications:

* ServSafe Certification
* Food Safety Certification
* Food Handler's Card
* Valid Driver's License
* American Culinary Federation Certification
* Certified Executive Chef
* Cardiopulmonary Resuscitation (CPR) Certification
* First Aid Certification
* Certified Culinary Administrator