

**Program Review
Final Report**

**Culinary Arts
2023**

OCCUPATIONAL ADVISORY COMMITTEE MEMBERS

David Lademann, Chairperson	Arbour Square of Harleysville
Christopher Ferrigno,	Assistant Director of Dining/Senior Living – Paul’s
Anthony Sullivan, Sr.,	Run Retirement Community
	Fast Food Industry/Franchise – First Watch
Cate Burkhart	Bakery Manager, Giant – Willow Grove
John Wagner	Executive Chef Sunnybrook Country Club
Charlie Zachmann	Instructor – EASTERN
Ben Vozzo	Instructor – EASTERN
Nicole Suanlarm	Instructional Aide – EASTERN
Tyler Burkhart	Student Representative – EASTERN

EXECUTIVE ADVISORY COMMITTEE REPRESENTATIVE

Skip Daino	Chartwells (Ret.)
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ANALYSIS OF LABOR MARKET DATA

Data from the U.S. Department of Labor, Bureau of Labor Statistics Occupational Website, indicates that Chef and Head Cooks employment is projected to grow 9 percent and Food Preparation Workers is projected to grow 7 percent from 2018 to 2028. About 955,100 openings for food and beverage serving and related workers are projected each year, on average, over the decade. These openings are a result of the projected need in this area from workers who transfer to different occupations or exit the work force.

In Montgomery County, the Occupational Employment Long Term Projections for Food Preparation and Serving Related Occupations from 2018- 2028 are projected to grow 11.6%. Job opportunities in most dining establishments will be excellent because many workers leave the occupation each year, resulting in numerous job openings. Opportunities should be best for persons with formal training.

Other significant points mentioned include:

- Importance of obtaining ServSafe certification
- Development of articulation agreements
- Higher need for employees with an associate degree or certification.
- Knowledge of technological advances in the industry (ex. POS systems)
- The importance of real-world applications in the classroom
- Building foundations of general kitchen skills (execution of 12 cooking methods)
- Being able to be comfortable and produce in a professional kitchen
- Work Study / Internships / Realtime Employment Hours

The Occupational Advisory Committee reviewed the supply/demand data and concluded that it fairly represents the state of the industry in EASTERN's employment area. They also reviewed the CIP Task List, job titles and their corresponding pathways as well as possible career path and salaries. The Occupational Advisory Committee agreed that data is valid and accurate.

STUDENT COMPLETION, PLACEMENT AND FOLLOW-UP INFORMATION

Enrollment for Culinary Arts is at 100% capacity, and the overall enrollment has ranged from 72% in 2018 to 78% in the 2022 school year with an average of 76.4%. Retention in the Culinary Arts program is currently at 61.5%, slightly up from the previous three school years. Numbers decreased during the pandemic but are rebounding. For the graduate year of 2022, 75.8% of all students completed all tasks for their career objective and received a final grade of 70% or above. Students earning industry certification for entry into related occupations or related schooling was 96.2 %.

Culinary Arts students placing Advanced and/or Competent on the end of program NOCTI exam reached 90.7% in 2022, and our NOCTI Advanced average was 52.6%.

Based on the labor market data and the graduate placement data for EASTERN's students, it was agreed that the Culinary Arts program should be continued.

PROGAM SPECIFIC QUESTIONS

1. What will be the educational value of renovating the kitchen facilities?

Renovating the kitchen facilities will bring it up to current Health Department and industry standards and create a facility that will make it easier to manage large classes making the learning process easier. When looking at the whole culinary facilities there are issues with the layout of the area. The back hallways are a maze that make it impossible to monitor all students and waste precious usable/teachable space. There is only one dry storage and dish machine that are at a distance from the Level 1 classroom, which makes them unusable without walking through the other class. All sinks in both kitchens are not fitted with airgaps on their drain lines which run the risk of cross contact. The one theory room is not capable of holding the enrolled students. The restaurant is used for the second classroom but creates a supervision issue if the theory room and kitchen are needed at the same time. The year 1 kitchen is an issue as it does not have the equipment and is not set up to deliver the curriculum for the NOCTI Test CIP 12.0508 Industrial Food Worker. The year 1 kitchen needs to be reconfigured into a culinary teaching kitchen with ranges and individual stations for cooking. This would require moving the hood system down the center of the room so we can create learning stations (with ranges and ovens) to successfully complete the task list. The year 2 kitchen, even though it is designed for culinary, is set up for production over education and needs to also be addressed.

2. What will be the educational value of renovating the restaurant/dining facility?

By renovating the restaurant, the students will be able to have a better understanding of kitchen systems and management in a foodservice establishment. The program would be able to teach and simulate tasks that are required by students regarding dining room service and front of the house operations. The "dining facility" is a multi-use room. It is used as a restaurant for various food events with different service configurations. It is also used as a meeting room by various departments and outside stakeholders. For the culinary theory component of the program, the dining room is used daily for many different learning activities and as a lecture room since the theory room is undersized. Also, the restaurant renovation will help to accommodate larger amounts of people which seems to be an issue for some of the events that we host at EASTERN and make a more functional space. Currently the dining room has a large wall that prevents parties over 35 people comfortably. If we create a serving station in the very back of the restaurant with cabinets to hold

all serving materials, we can take down the large wall which will widen the room by 8 feet. This reconfiguration coupled with an update of carpet and decor will make the restaurant more usable and a pleasant place to have a meal.

3. Are there any changes/updates regarding dual enrollment or articulation agreements for the program?

Culinary students continuing their education in this field can benefit from college credit articulation agreements with: Johnson & Wales University (for up to 13.5 credits), Bucks County Community College (14 credits), Montgomery County Community College also has articulation agreements (12 credits) and newly added Walnut Hill College.

Students may also qualify for advanced placement college credit at Pennsylvania College of Technology.

4. What certifications can the program provide for students that are valuable in the industry?

The students are required to attain the ServSafe Food Handler's Certification, which encompasses the required POS tasks 100 and 200 sections. Although it is not a requirement in the POS tasks, seniors can receive the ServSafe Manager's Certification. We also provide SP2 Culinary and workplace skills certifications. With the completion of the NOCTI, the students can also become junior members in the American Culinary Federation.

TRENDS IN THE CULINARY INDUSTRY

Between April 2022 and January of 2023, the Occupational Advisory Committee examined trends in the culinary industry as they relate to Culinary Education, Technology, Business Operations, Structure of the Industry and Types of Employees/Skills Required for Employment. Based on the resident expertise of the Occupational Advisory Committee, the following industry trends were identified:

EMERGING TRENDS

Culinary Education- Many culinary schools are moving away from the traditional production kitchen model that resembles a standard restaurant kitchen. The traditional kitchen does not provide the time and space for each student to proficiently develop skills needed in the restaurant industry. Schools are moving to smaller self-contained stations where an individual or small team can simulate production on a smaller scale. This smaller scale and more stations mean that students get more hands-on experience and repetition of skills. Most kitchens have stations each with its own

range, oven, prep table, and sometimes even a refrigerator. The equipment is still shared throughout the kitchen, but there is more equipment so more students can cook at once.

Point of Sale – Every foodservice establishment uses some type of POS system to place orders, track sales, and log in employees. Due to the increase of use of POS systems, rather than spending thousands of dollars on POS components, companies now are spending hundreds. Smaller establishments like cafés, bars, food trucks, and restaurants are all making significant time savings with these three high-tech methods of payment, all of which can be integrated with the latest point of sale systems: contactless, pre-pay, and mobile ordering. POS systems offer detailed customer data – letting you view overall trends as well as zooming in on individual customers' patterns and preferences, and with all the benefits that the latest technology offers – faster service, better data, happier customers. POS systems seem to be becoming more programs or “apps” than “systems.” It's clear that the latest POS systems hold the key to the future of hospitality.

App Ordering/Online Ordering – The appeal of wireless devices is simple: versatility, mobility, and capability. Over the pandemic, online orders became a major staple of a restaurant's business and many fast fresh restaurants like Chipotle set up a second fully functional production line to keep up with demand.

Shortages/Inflation – As a result of the pandemic, there are food and equipment supply chain shortages that we are still feeling the effects from. These shortages have also spiked inflation so the food cost of a normal lab/catering has gone up and normal kitchen staples can be hard to come by. The shortage also means that we need to substitute an item and the replacement can be more expensive.

Farm to Table – Local farmers provide products to restaurants that are fresher and more nutritional which helps with sustainability and the local economy. If the old saying "you are what you eat" continues to ring true, today's consumers are homegrown. The farm-to-table, locally grown concept is bigger than ever. Thanks to an expanding consumer consciousness, people today want to know that their food meets ethical and environmental standards. Concerns include water usage and disposal, humane treatment of animals and workers on farms, restrictions on antibiotics, additives and genetic modification, and a focus on local suppliers. The push to go green and sustainable are questions that all restaurants are asking themselves.

Standardization/Consistency/Portioning – Food, recipes and products being consistently the same is desired by customers and employers in more and more food establishments. Standard food cost is one performance measure critical to the success of any foodservice organization. Standard food cost determines "what the costs should be" in preparing any menu item. Quality-management instruments and practices measure and improve service quality as perceived by guests.

Nutrition – Healthy eating trends - More and more customers have allergies, dietary restrictions, and health concerns. More than seven in ten adults are trying to eat healthier at restaurants than they did two years ago. Restaurant operators are taking notice, with more than eight in ten saying their guests pay more attention to the nutrition content of food now than they did two years ago. Strong majorities of consumers have noticed that restaurants feature more nutritious options on menus now compared to two years ago. Fast Fresh is no longer a trend but a healthy choice.

Degrees/Certifications – Employers in the hospitality industry are looking for employees more and more who have gained degrees or certifications regarding our industry. Career opportunities in the culinary arts and hospitality fields have increased and employers are seeking employees who have had specific training and knowledge before entering the foodservice industry.

TECHNOLOGIES/BUSINESS OPERATIONS

Tablet Restaurant Management – Using apps provides real-time views of tables, catalogs the menu by a selection's name or ingredients, processes sales and delivery tickets and sends orders to the kitchen. Customer based POS system are becoming more frequent at restaurants where customers order their own food and runners bring it to the table.

Voice Ordering/Recognition (ex. Amazon Echo) - Speak and products or supplies are automatically added to purchase requisitions and ordered.

Social Media - Using different social media outlets, customers can leave their thoughts on a restaurant, good or bad, and influence others. Today's restaurants have felt the effect of social media and online customer reviews, obviously, but we expect technology to become even more integrated into the dining experience, providing everything from detailed data on ingredients to streamlined ordering for the burgeoning take-home market.

Digital Menu Boards/Games while you wait – Easily change menu items and pricing and allows the customer to have entertainment while waiting.

STRUCTURE OF THE INDUSTRY

Most students who enter the field after graduation will continually need to advance their skills and/or certifications depending on which field of the industry they end up choosing. More and more employers in the foodservice industry are looking for employees who have a minimum of an associate degree if the position they are filling involves supervision (ex. executive chef, pastry chef, general managers, etc.). Employers are also now seeking employees that have obtained a ServSafe Manager certification and usually advise their employees to gain a ServSafe certification.

Regarding culinary post-secondary options, most hospitality programs offer students the choice of obtaining a certification in a field, an associate degree, or a bachelor's degree in the hospitality

field. Many companies are sending employees back to school to make better trained workers, like Wegmans and Marriott using the online culinary learning system (Rouxbe) to train their employees. With higher education, this program prepares the student for success in such career fields as: food and beverage management, purchasing, teaching, food science, food manufacturing, pastry, nutritionist, food styling and retail food management.

TYPES OF SKILLS REQUIRED FOR EMPLOYMENT

- Growth Mindset – be able to turn negatives into positives
- Cooperation – working with others, in a team, kitchen systems
- Stress Tolerance – high stress environment
- Initiative – showing a passion and taking a lead
- Flexibility – managing work hours with personal life, reliability
- Self-Control – working with others, understanding the industry
- Leadership – taking pride in one's work, guiding others, taking control
- Persistence – determination, goal orientated, passion for the industry
- Dependability – professionalism, work ethic
- Attention to Detail – focused

RECOMMENDATIONS

- Renovate
 - Year 1 kitchen from a bakery to a culinary/baking learning kitchen with individual station ranges and prep sinks to meet health codes
 - Open up both kitchens to make them more functional for learning and increase sight lines and maximize usable space
 - Update Restaurant/dining facility
 - Centralized dish room
 - Centralized storage rooms
 - Bank of lockers on wall (instead of locker rooms)
 - Theory rooms that fit all students or stools for kitchens
- Develop standardized lessons/recipes and product specifications for select menus.
- Research articulation agreements with more post-secondary options
- Develop relationships with local businesses and sites for future Work Study opportunities.

EQUIPMENT RECOMMENDATIONS WITH PURCHASING TIMELINE

SCHOOL YEAR 2023-2024

- Feasibility Study
- Reach in refrigerator (Replacement)
- 12 Burner Range
- Proofer (Replacement)
- Carousel Oven (Repair)

COST ESTIMATES

Ongoing
\$2,249.00
\$18,806.00
\$2,560.00
\$6,000.00

TOTAL 2023-2024 SCHOOL YEAR
\$29,615.00

SCHOOL YEAR 2024-25

- Ice Machine (Replacement)
- (3) 4 Burner Ranges
- Hood System Upgrade
- Theory Room Tables

COST ESTIMATES

\$3,200
\$24,000
\$20,000.00
\$3,000.00

TOTAL 2024-2025 SCHOOL YEAR
\$51,200

SCHOOL YEAR 2025-26

- (16) Nonstick Saucepans
- (40) Sauté pans
- (3) Speed racks
- (2) Coffee air pot fillers/makers
- (30) Cutting Boards (Replacement)

COST ESTIMATES

\$640.00
\$1,200.00
\$900.00
\$1,800.00
\$930.00

TOTAL 2025-2026 SCHOOL YEAR
\$5,180.00

PROGRAM REVIEW TOTAL
\$85,995.00