Hospitality Tourism and Recreation

Date: 10/14/2025
Time: 8:30 -12:00
Location: Homewood Suites by Hilton, San Bernardino
Facilitator: Deidra Puentes, SBCROP
Advisory Documents: bit.ly/25-26CTEAdvisoryDocuments

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K12 Educational Participants: 1
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Advisors:

Darrel Legerme, Chef, Brio Italian Grill
Heather Cristler, Director of Sales, Homewood Suites by Hilton San Bernardino
Heather Roman, Nutrition Services Custodian/Utility Tech, San Bernardino City USD
Heather Tran, Owner, Family Fusion
Nicole Edwards, General Manager, Hampton Inn & Suites by Hilton

K12 Educational Participants:

Antoinette Gutierrez, Colton Redlands Yucaipa ROP, Program Manager
Chanel Taitt, San Bernardino City USD, Teacher
Cynthia Clarke, San Bernardino County ROP, Projects and Activities Technician
Daniel Maldonado, San Bernardino County ROP, Teacher
David Aman, CRY-ROP, K12 Pathway Coordinator
Elisa Cruz, Inland Career Education Center, CTE Placement Specialist
Eugene Johnson, Colton Redlands Yucaipa ROP, Middle School Teacher
Hallie Deasey, San Bernardino County ROP, Teacher
James Hattar, Colton Redlands Yucaipa ROP, Teacher on Assignment
Jenna Baumann, San Bernardino City USD, Teacher
Jennifer Kim, Colton Redlands Yucaipa ROP, Teacher
Jessica Escamilla, The Grove School, Teacher
Joe Daniels, San Bernardino County ROP, Teacher
John Carranza, Inland Career Education Center, CTE Vice Principal
John Duarte, San Bernardino County ROP, Teacher
Katelin Gellness, Morongo USD, Teacher
Keith Cortez, San Bernardino County ROP, Teacher
Kevin Cahalan, Colton Redlands Yucaipa ROP, Teacher
Michael Jorgenson, San Bernardino County ROP, Community & Industry Outreach Specialist

Michael Richards, SBC Alliance for Education, Coordinator
Natalie Lovato-Rodriguez, San Bernardino County ROP, Teacher
Raul Pedraza, Inland Career Education Center, Principal
Stephanie Sachs, Redlands USD, Teacher
Todd Sutphen, Riverside Unified, Teacher

Minutes:

The Hospitality Tourism and Recreation panel was composed of five industry professionals with varying degrees of responsibilities in their respective career fields. The following is a summary of their responses to the questions posed at the advisory.

Question 1: What emerging trends and technologies do you believe will drive the most change in this industry over the next 3-5 years, and what should teachers and students focus on to stay ahead?

Heather Cristler: Emphasizes that sustainability continues to shape every aspect of hotel operations and client decision-making. Corporate clients now send detailed sustainability questionnaires before booking group rates, asking about waste-reduction practices, recycling programs, and water and energy efficiency. Cristler explained that Hilton's brand standards have expanded accordingly, requiring documentation of how properties manage food waste, plumbing fixtures, and recycling. She added that digital technology remains the most significant driver of day-to-day change. Hilton's platforms evolve constantly, with new digital-key systems and integrated reservation tools that require ongoing employee training. She advised educators to expose students to digital systems and to reinforce adaptability, since technology updates happen faster than ever. Cross-training, she noted, is another trend that strengthens employability: employees who can perform multiple roles are more valuable and better positioned for advancement.

Darrel Legerme: Identifies rapid adoption of AI-assisted point-of-sale (POS) and kitchen display systems (KDS) as the most disruptive change in restaurants. His company transitioned from older ticket systems (such as Aloha or Micros) to integrated, cloud-based platforms like Toast that manage everything from payroll to real-time orders. Legerme described how cooks now receive and execute tickets directly on screens, fundamentally altering kitchen workflow and requiring staff to retrain in timing and order management. He encouraged teachers to introduce POS simulations in culinary programs so students learn the language and rhythm of modern restaurant operations before entering the workforce. These systems, he said, give tech-savvy students an advantage and prepare them to collaborate with developers and managers to improve efficiency.

Heather Roman: Explains that sustainability and automation are reshaping school-district nutrition services. Her department now uses computerized systems to monitor food weights and production volumes, with large kettles that pump and date food for cooling and safety compliance. Roman noted that AI-linked programming helps control waste and maintain

consistency but still requires human oversight for checks and balances. She advised educators to prepare students for hybrid environments where digital tracking meets hands-on food service. She also discussed waste-sorting systems, separating box, food, and recyclable waste—and the shift away from Styrofoam containers. Roman stressed the importance of environmental awareness, chemical safety, and cross-training, as staff must understand proper use of cleaning agents and energy conservation to maintain sustainable operations.

Nicole Edwards: Offers a contrasting perspective from limited-service hotels, noting that automation plays a smaller role in her operations. Instead, labor shortages and service demands are the key challenges. She shared an example of her breakfast attendant—one person managing multiple tasks such as maintaining food rotation, cleaning spills, and restocking supplies while large groups arrive simultaneously. Technology, she said, cannot replace urgency, adaptability, or teamwork. Edwards emphasized that educators should teach situational awareness, multitasking, and composure under pressure, because those human skills determine success when staffing is tight. She underscored the need for reliability and a sense of urgency, qualities that are increasingly difficult to find yet vital in hospitality settings.

Heather Tran: Highlights that small businesses like hers rely more on work ethic and cross-training than on new technology. Each of her locations operates with minimal staff, so employees must master cooking, prep, and service tasks interchangeably. She believes younger generations need stronger multitasking skills and a faster pace to meet real-world expectations. Tran described how her employees must serve customers quickly, especially in high-pressure environments such as hospitals, where clients often have only 15–30 minutes for meals. She urged teachers to train students to handle fast-paced, high-volume work and to value dependability and efficiency over comfort. Her core message: even without AI or automation, the ability to stay focused, self-motivated, and resilient is what keeps small businesses running.

Question 2: How should our Career Technical Education (CTE) pathways adapt to ensure students are well-equipped to meet future demands and changes in this industry?

Darrel Legerme: Emphasizes the importance of integrating ServSafe certification into every CTE culinary pathway, suggesting that teachers themselves should become ServSafe Proctors to make certification easier for students to obtain. He explained that having ServSafe on a résumé immediately catches his attention when hiring because it signals a foundational understanding of food safety, sanitation, and professional standards. Legerme also encouraged educators to prioritize work-based learning and exposure, bringing industry professionals into classrooms to share real-life perspectives and demonstrate the expectations of the workforce. He believes this interaction helps students bridge the gap between what they learn in school and the demands of a real kitchen or restaurant environment.

Heather Cristler: Stressed that CTE pathways should expose students to real-world hospitality environments early and often. She recommended expanding job-shadowing, externships, and field trips to local hotels, noting that students who physically experience the environment gain a much better understanding of both the challenges and opportunities in

hospitality. Cristler shared that her own first job experiences shaped her professionalism and adaptability, skills that can only develop through practice. She urged teachers to incorporate soft-skill development, such as teamwork, communication, and problem-solving, alongside technical learning. She added that having students interact with hotel staff at all levels, from housekeepers to general managers, helps them recognize the different pathways available to them after graduation.

Heather Roman: Explained that CTE programs should focus more on cross-departmental learning and interpersonal accountability, teaching students to understand and respect the interconnected roles that make a business or organization function smoothly. She pointed out that in food and nutrition services, a single mistake, like labeling chemicals incorrectly or mishandling food, can affect everyone on the team. Roman suggested having students rotate through various responsibilities in class to experience how their actions impact others. She also emphasized professional etiquette, punctuality, following instructions, and workplace communication, as areas where schools can help close gaps before students enter the workforce.

Nicole Edwards: Recommended that educators teach realistic expectations and workplace readiness as core components of the CTE curriculum. She noted that many young employees struggle with consistency, time management, and maintaining professional standards once they begin working. Edwards encouraged CTE instructors to model and reinforce workplace norms such as attendance, accountability, and initiative, explaining that students who master these behaviors will outperform others regardless of experience level. She also advised including lessons on career progression within hospitality, showing students how entry-level jobs like front desk or breakfast attendant can evolve into long-term, well-paying careers through reliability and skill development.

Heather Tran: Urged teachers to prepare students for the intensity and pace of real work environments. She described how many new hires are surprised by how demanding food service can be, often expecting more breaks or slower pacing than the job allows. Tran recommended that CTE programs simulate high-volume and time-sensitive scenarios, so students can learn to manage stress, stay organized, and communicate clearly under pressure. She also emphasized the need for leadership and conflict-resolution skills, explaining that students who can calmly navigate interpersonal issues and keep operations running smoothly are more likely to be promoted quickly. Her advice to educators: “Make sure students know this industry rewards those who stay calm, consistent, and dependable, even when it gets tough.”

Question 3: What essential skills, educational qualifications, and certifications are currently required to gain employment in your industry, and how might these requirements change in the near future?

Darrel Legerme: Explained that ServSafe certification remains one of the most valuable credentials in the food service industry, and he would like to see it incorporated more consistently across CTE programs. He encouraged teachers to pursue certification as ServSafe

Proctors so they can help students earn the credential before graduation. Legerme shared that when he reviews applications, ServSafe immediately stands out because it demonstrates commitment to safety and a baseline understanding of professional standards. He also highlighted the growing importance of technical proficiency, such as operating point-of-sale systems and understanding new kitchen technology. In addition to certifications, he emphasized soft skills like professionalism, time management, and responsibility. He shared an example from his own work, describing how he took the initiative to inspect electrical outlets and push for upgrades to improve safety, underscoring that integrity and care for one's workplace are essential, though often overlooked, professional skills.

Heather Cristler: Shared that formal education is helpful but not always required for success in hospitality. She explained that many management positions value experience and leadership qualities over a degree, and that employers are increasingly looking for candidates who are adaptable and willing to learn new systems. Cristler recommended that teachers focus on communication, problem-solving, and customer service, as these skills transfer across all departments. She added that certifications such as ServSafe, hospitality management coursework, or any form of workplace safety training help strengthen a résumé and increase employability. Above all, she said, students should learn to demonstrate initiative and confidence during interviews, as enthusiasm and professionalism often make the biggest impression on hiring managers.

Heather Roman: Noted that for positions in school nutrition services or custodial roles, applicants must have a high school diploma, a valid driver's license, and at least a basic food handler certification. She added that a ServSafe certification, either food handler or manager level—is especially desirable because it signals an understanding of sanitation and health department standards. Roman also discussed the importance of chemical safety and labeling, explaining that her associate degree in science has helped her identify how chemicals interact and how to store them properly. She believes students should be taught about workplace safety, environmental awareness, and proper food handling so they can enter the workforce already equipped with the knowledge needed to maintain compliance and prevent accidents.

Nicole Edwards: Explained that in the hotel industry, most entry-level positions do not require formal degrees or advanced certifications, but professional demeanor and dependability are essential. She noted that while a ServSafe certification can be valuable for those working in breakfast or food service, the most critical skill is strong communication with both guests and coworkers. Edwards shared that many of her most successful employees started in housekeeping or front desk roles and advanced quickly by showing initiative, reliability, and a willingness to take on new tasks. She recommended that educators emphasize adaptability, positive attitude, and teamwork, explaining that these are the attributes that determine long-term success in hospitality more than formal qualifications.

Heather Tran: Explained that her company requires ServSafe certification for all management-level employees and strongly prefers it for anyone handling food. She also values applicants who hold OSHA safety training or have some familiarity with restaurant operations. Tran said the skills she looks for most are teamwork, communication, and attention to detail.

She described how she trains her team members to think of their coworkers as family, helping one another, communicating openly, and maintaining a shared sense of responsibility. She also mentioned that she often supports employees financially to complete their ServSafe Manager certification because it helps them advance within the company. For students, she encouraged teachers to emphasize accountability, customer service, and the pride that comes from taking ownership of one's work.

Question 4: What are a few occupations within the industry that do not require advanced degrees yet offer a living wage? Additionally, what advice would you give to a recent high school graduate that would help them gain employment in your industry?

Darrel Legerme: Explained that many positions in the restaurant industry provide sustainable wages and career advancement without requiring a college degree. Entry-level roles such as line cook, prep cook, or server allow individuals to develop skills that can lead to management opportunities. Legerme shared that several well-known restaurant chains, including Domino's and Pizza Hut, promote employees into franchise ownership positions after they have gained sufficient experience in operations and leadership. He encouraged students to start at the entry level to learn the full scope of restaurant functions rather than trying to move directly into management. His advice to graduates was to stay curious, build their reputation through reliability, and continuously seek mentorship from experienced professionals who can help guide their career growth.

Heather Cristler: Noted that hospitality offers a variety of well-paying positions that do not require advanced education, such as front desk agent, housekeeping supervisor, maintenance technician, and operations manager. She explained that with hard work and a positive attitude, employees can move up quickly within a hotel. Cristler shared her own experience of starting at an entry-level position and working her way up, emphasizing that a degree is not a prerequisite for advancement, dedication and a willingness to learn are. Her advice to recent graduates is to focus on professionalism, communication, and a strong work ethic, because these qualities build credibility and open doors to leadership opportunities. She also encouraged students to view every task as a learning experience and to demonstrate initiative whenever possible.

Heather Roman: Discussed that within school districts, there are many roles that do not require higher education but still provide stable, livable wages and benefits. Examples include nutrition services assistants, custodians, and utility technicians. Roman explained that these positions can serve as stepping stones to more advanced roles, such as kitchen expeditor or operations specialist, for individuals who show reliability and initiative. She noted that many district employees begin as substitutes and later transition into full-time positions with opportunities for promotion. Her advice to high school graduates is to show up consistently, be dependable, and take pride in their work. She emphasized that demonstrating reliability and maintaining a positive attitude are often the deciding factors in whether an individual advances within an organization.

Nicole Edwards: Shared that the hotel industry provides multiple career paths that do not require a degree, including breakfast attendant, front desk representative, and housekeeping lead. She explained that employees who are punctual, dependable, and motivated can advance quickly to supervisory or management roles, which come with higher pay and benefits. Edwards stressed that consistency and commitment are more valuable to employers than experience alone. She advised students to apply even if they lack direct industry experience, as most employers are willing to train candidates who demonstrate enthusiasm and professionalism. Her key message to graduates was to take every opportunity to learn different roles within the organization, since cross-training makes employees more adaptable and increases their long-term earning potential.

Heather Tran: Highlighted that positions such as cooks, cashiers, and shift leads in the food service industry provide good wages and growth potential without requiring a college degree. She explained that many of her employees start in entry-level positions and advance to management roles within a few years through consistent performance and reliability. Tran shared that she personally trains her staff in all aspects of operations, inventory, customer service, and scheduling, so they can take ownership of their roles and grow professionally. Her advice to new graduates is to focus on showing up on time, being dependable, and maintaining a strong work ethic. She emphasized that attitude is everything: those who stay positive, work well with others, and demonstrate initiative are the ones who succeed and advance the fastest.

Audience Comments

Audience Comment 1: *ServSafe Instruction and Certification Opportunities*

During the discussion on certifications, Natalie Lovato, a CTE culinary instructor, shared that she teaches and proctors ServSafe certification courses and testing for the county. She explained that these classes are offered monthly on Saturdays and are open to the public, with a minimal $10 fee covering both the course and the proctored exam. Natalie noted that students must be at least 18 years old to participate, but the one-day session provides comprehensive instruction and testing in food safety and sanitation practices.

Nicole Edwards responded that she completed her own ServSafe certification during the COVID-19 pandemic and found the online testing process to be rigorous but valuable. She expressed interest in obtaining a flyer or link for Natalie's course so that she could share the information with hotel employees and potential applicants.

Deidra Puentes acknowledged the relevance of ServSafe certification, noting that several panelists referenced it throughout the discussion as a key industry requirement. She requested that Natalie provide her contact information and class details to include in the meeting follow-up materials so educators could share these opportunities with their students.

Key Takeaways and Action Items by Panelist

These key takeaways and action item lists highlight each respondent's insights, concerns, and suggested actions to address industry trends and to prepare students for the evolving landscape within their respective industries.

Darrel Legerme, Chef, Brio Italian Grill

Key Takeaways:

- AI-driven restaurant technologies, such as advanced POS and kitchen display systems, are reshaping workflow and staff training requirements.
- ServSafe certification remains an essential credential that demonstrates professionalism, responsibility, and readiness for industry work.
- Soft skills, punctuality, teamwork, communication, and accountability are as valuable as technical skills in maintaining a safe, efficient kitchen.
- CTE programs should prepare students for realistic work conditions, emphasizing adaptability and ethical responsibility.

Action Items:

- Incorporate POS and technology simulations into culinary courses to familiarize students with modern restaurant systems.
- Encourage teachers to pursue ServSafe Proctor certification to help students earn credentials before graduation.
- Embed teamwork and workplace ethics into lesson plans through scenario-based learning.
- Expand partnerships with local restaurants for hands-on training and mentoring opportunities.

Heather Cristler, Director of Sales, Homewood Suites by Hilton San Bernardino

Key Takeaways:

- Sustainability and digital innovation continue to drive hospitality industry change, particularly in client expectations and brand compliance.
- Professionalism, communication, and problem-solving skills are crucial for advancement across all hotel departments.
- Real-world experiences, shadowing, externships, and hotel tours, help students understand career pathways and expectations.
- Ongoing training in technology and guest service prepares employees to meet evolving corporate standards.

Action Items:

- Integrate sustainability concepts and environmental responsibility into hospitality coursework.
- Develop partnerships with local hotels to offer site visits and guest presentations for CTE students.
- Incorporate customer-service role plays and mock interviews into classroom activities.
- Emphasize adaptability and ongoing professional development as part of career-readiness instruction.

Heather Roman, Nutrition Services Custodian/Utility Tech, San Bernardino City USD

Key Takeaways:

- Automation and sustainability are transforming large-scale food service, requiring both technical and safety competencies.
- Certifications such as ServSafe and OSHA training strengthen employability and safety awareness.
- Cross-training and teamwork are essential for maintaining safe and efficient operations.
- Consistent attendance, reliability, and pride in workmanship are highly valued traits in school and institutional settings.

Action Items:

- Incorporate food safety, sanitation, and chemical-management lessons into CTE curriculum early.
- Partner with school districts to provide students with real-world exposure to institutional food-service operations.
- Reinforce professional etiquette and accountability through classroom routines and expectations.
- Offer hands-on experiences that simulate cross-functional teamwork and production planning.

Nicole Edwards, General Manager, Hampton Inn & Suites by Hilton

Key Takeaways:

- Reliable, customer-focused employees are in high demand across all hotel operations, regardless of formal education level.
- ServSafe certification and soft skills enhance employability, particularly in food-service areas of hospitality.
- Entry-level roles provide fast-tracked advancement opportunities for those demonstrating consistency and initiative.
- Communication, both written and verbal, remains one of the most important but underdeveloped skills among applicants.

Action Items:

- Encourage students to pursue hospitality internships and cross-training across multiple hotel departments.
- Teach professionalism, interview preparation, and business communication within CTE programs.
- Connect with local hotels to host guest speakers and mentorship opportunities for students.
- Emphasize the link between dependability, career growth, and leadership potential.

Heather Tran, Owner, Family Fusion
Key Takeaways:

- Small businesses rely on cross-trained employees capable of managing multiple responsibilities at once.
- ServSafe Manager certification and basic food-handling knowledge are key credentials for leadership roles.
- Dependability, maturity, and composure under pressure are more valuable than technical expertise alone.
- Students must learn to handle fast-paced, high-volume environments and maintain professionalism with customers.

Action Items:

- Simulate real-world, time-sensitive food-service scenarios in the classroom to build stress-management and teamwork skills.
- Incorporate lessons on leadership, communication, and workplace accountability into CTE curriculum.
- Promote entrepreneurship and operational management concepts for students interested in small business ownership.
- Reinforce the importance of punctuality and personal responsibility as non-negotiable professional standards.

Labor Market Information

The following labor market information was sourced from https://www.onetonline.org/ on November 6, 2025.

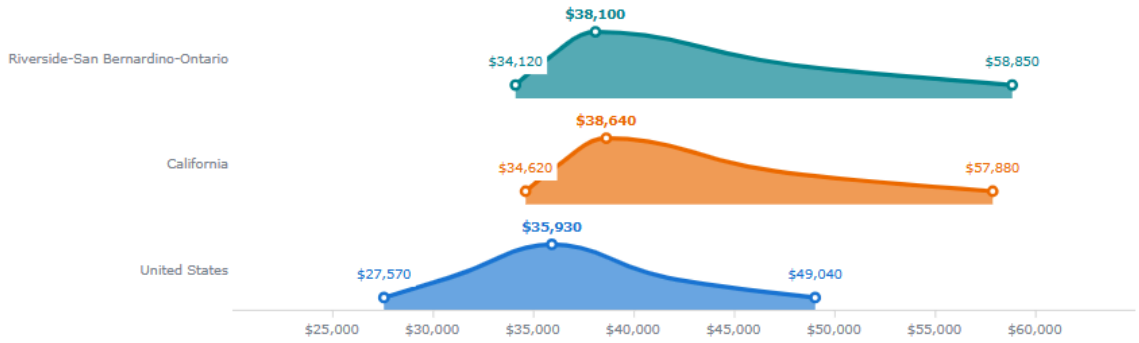
Local Wages

37-2011.00 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners Bright Outlook

Wages for state: California Go

Wages near ZIP Code: 92408 Go

Annual Wages | Hourly Wages



In Riverside-San Bernardino-Ontario, CA:

- Workers on average earn **$38,100**.
- 10% of workers earn **$34,120 or less**.
- 10% of workers earn **$58,850 or more**.

In California:

- Workers on average earn **$38,640**.
- 10% of workers earn **$34,620 or less**.
- 10% of workers earn **$57,880 or more**.

In the United States:

- Workers on average earn **$35,930**.
- 10% of workers earn **$27,570 or less**.
- 10% of workers earn **$49,040 or more**.

Source: Bureau of Labor Statistics 2024 wage data.

California Employment Trends

37-2011.00 - Janitors and Cleaners, Except Maids and Housekeeping Cleaners Bright Outlook

View trends for state: California Go

In California:

Employment (2022)	262,900 employees
Projected employment (2032)	300,200 employees
Projected growth (2022-2032)	14%
Projected annual job openings (2022-2032)	42,920

In the United States:

Employment (2024)	2,447,700 employees
Projected employment (2034)	2,495,500 employees
Projected growth (2024-2034)	2% Slower than average
Projected annual job openings (2024-2034)	351,300

California source: Projections Central 2022-2032 long-term projections. United States source: Bureau of Labor Statistics 2024-2034 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

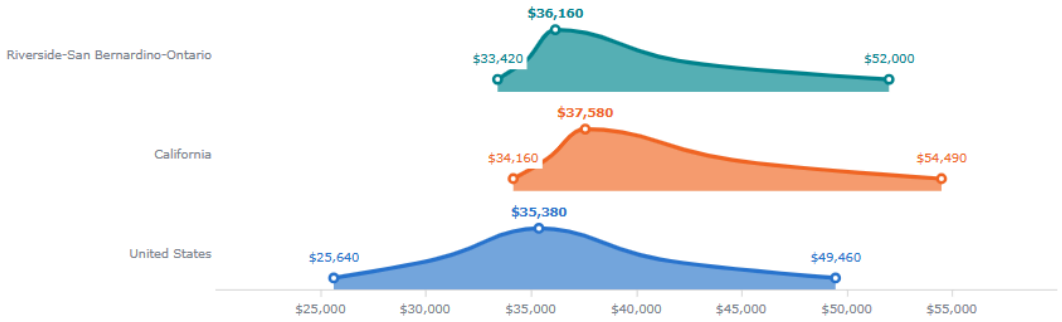
Local Wages

39-9032.00 - Recreation Workers

Wages for state: California Go

Wages near ZIP Code: 92408 Go

Annual Wages | Hourly Wages



In Riverside-San Bernardino-Ontario, CA:

- Workers on average earn **$36,160**.
- 10% of workers earn **$33,420 or less**.
- 10% of workers earn **$52,000 or more**.

In California:

- Workers on average earn **$37,580**.
- 10% of workers earn **$34,160 or less**.
- 10% of workers earn **$54,490 or more**.

In the United States:

- Workers on average earn **$35,380**.
- 10% of workers earn **$25,640 or less**.
- 10% of workers earn **$49,460 or more**.

Source: Bureau of Labor Statistics 2024 wage data.

California Employment Trends

39-9032.00 - Recreation Workers

View trends for state: California Go

In California:

Employment (2022)	42,500 employees
Projected employment (2032)	47,300 employees
Projected growth (2022-2032)	11%
Projected annual job openings (2022-2032)	9,630

In the United States:

Employment (2024)	327,700 employees
Projected employment (2034)	341,100 employees
Projected growth (2024-2034)	4% Average
Projected annual job openings (2024-2034)	68,100

California source: Projections Central 2022-2032 long-term projections. United States source: Bureau of Labor Statistics 2024-2034 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

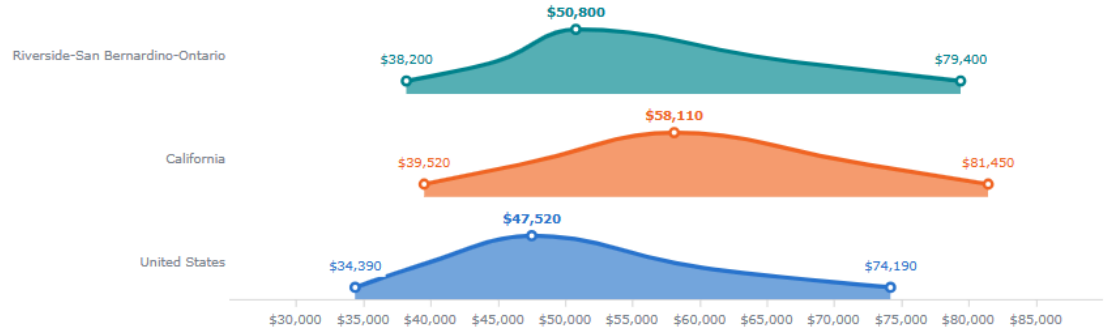
Local Wages

37-1011.00 - First-Line Supervisors of Housekeeping and Janitorial Workers

Wages for state: California Go

Wages near ZIP Code: 92408 Go

Annual Wages | Hourly Wages



In Riverside-San Bernardino-Ontario, CA:

- Workers on average earn **$50,800**.
- 10% of workers earn **$38,200 or less**.
- 10% of workers earn **$79,400 or more**.

In California:

- Workers on average earn **$58,110**.
- 10% of workers earn **$39,520 or less**.
- 10% of workers earn **$81,450 or more**.

In the United States:

- Workers on average earn **$47,520**.
- 10% of workers earn **$34,390 or less**.
- 10% of workers earn **$74,190 or more**.

Source: Bureau of Labor Statistics 2024 wage data.

California Employment Trends

37-1011.00 - First-Line Supervisors of Housekeeping and Janitorial Workers

View trends for state: California Go

In California:

Employment (2022)	25,000 employees
Projected employment (2032)	29,600 employees
Projected growth (2022-2032)	18%
Projected annual job openings (2022-2032)	3,580

In the United States:

Employment (2024)	269,800 employees
Projected employment (2034)	276,400 employees
Projected growth (2024-2034)	3% Average
Projected annual job openings (2024-2034)	33,000

California source: Projections Central 2022-2032 long-term projections. United States source: Bureau of Labor Statistics 2024-2034 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

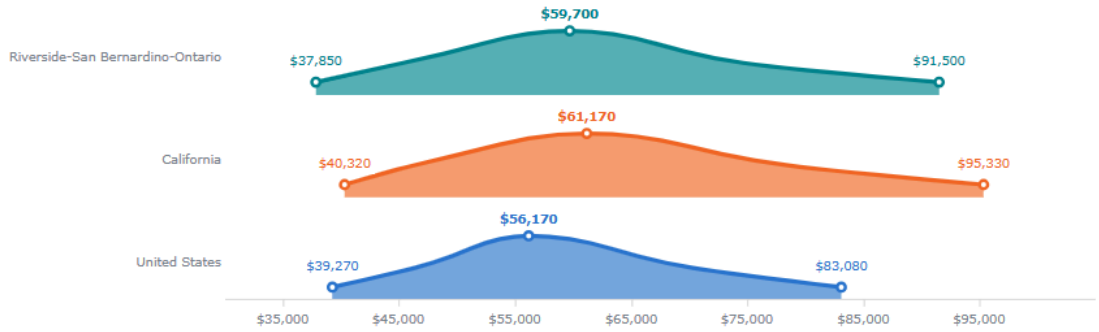
Local Wages

37-1012.00 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers

Wages for state: California Go

Wages near ZIP Code: 92408 Go

Annual Wages | Hourly Wages



In Riverside-San Bernardino-Ontario, CA:

- Workers on average earn **$59,700**.
- 10% of workers earn **$37,850 or less**.
- 10% of workers earn **$91,500 or more**.

In California:

- Workers on average earn **$61,170**.
- 10% of workers earn **$40,320 or less**.
- 10% of workers earn **$95,330 or more**.

In the United States:

- Workers on average earn **$56,170**.
- 10% of workers earn **$39,270 or less**.
- 10% of workers earn **$83,080 or more**.

Source: Bureau of Labor Statistics 2024 wage data.

California Employment Trends

37-1012.00 - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers

View trends for state: California Go

In California:

Employment (2022)	28,700 employees
Projected employment (2032)	34,900 employees
Projected growth (2022-2032)	22%
Projected annual job openings (2022-2032)	3,850

In the United States:

Employment (2024)	224,700 employees
Projected employment (2034)	230,000 employees
Projected growth (2024-2034)	2% Slower than average
Projected annual job openings (2024-2034)	23,200

California source: Projections Central 2022-2032 long-term projections. United States source: Bureau of Labor Statistics 2024-2034 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

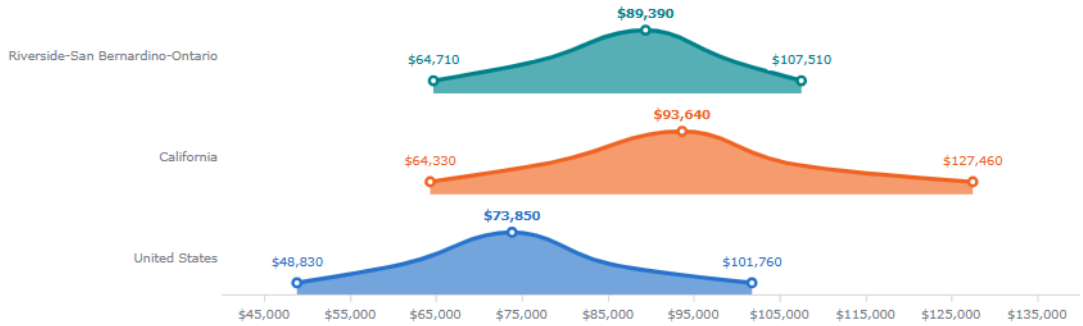
Local Wages

29-1031.00 - Dietitians and Nutritionists Bright Outlook

Wages for state: California Go

Wages near ZIP Code: 92408 Go

Annual Wages | Hourly Wages



In Riverside-San Bernardino-Ontario, CA:

- Workers on average earn **$89,390**.
- 10% of workers earn **$64,710 or less**.
- 10% of workers earn **$107,510 or more**.

In California:

- Workers on average earn **$93,640**.
- 10% of workers earn **$64,330 or less**.
- 10% of workers earn **$127,460 or more**.

In the United States:

- Workers on average earn **$73,850**.
- 10% of workers earn **$48,830 or less**.
- 10% of workers earn **$101,760 or more**.

Source: Bureau of Labor Statistics 2024 wage data.

California Employment Trends

29-1031.00 - Dietitians and Nutritionists Bright Outlook

View trends for state: California Go

In California:

Employment (2022)	10,500 employees
Projected employment (2032)	12,500 employees
Projected growth (2022-2032)	19%
Projected annual job openings (2022-2032)	920

In the United States:

Employment (2024)	90,900 employees
Projected employment (2034)	95,900 employees
Projected growth (2024-2034)	6% Faster than average
Projected annual job openings (2024-2034)	6,200

California source: Projections Central 2022-2032 long-term projections. United States source: Bureau of Labor Statistics 2024-2034 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

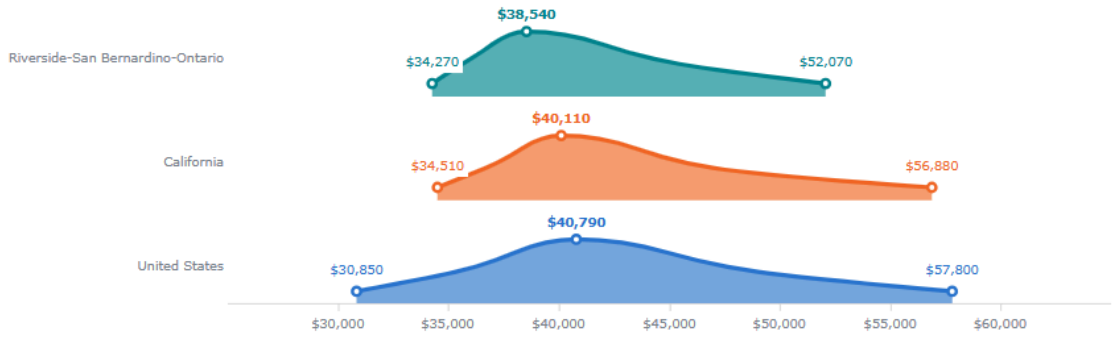
Local Wages

51-3092.00 - Food Batchmakers Bright Outlook

Wages for state: California Go

Wages near ZIP Code: 92408 Go

Annual Wages | Hourly Wages



In Riverside-San Bernardino-Ontario, CA:

- Workers on average earn **$38,540**.
- 10% of workers earn **$34,270 or less**.
- 10% of workers earn **$52,070 or more**.

In California:

- Workers on average earn **$40,110**.
- 10% of workers earn **$34,510 or less**.
- 10% of workers earn **$56,880 or more**.

In the United States:

- Workers on average earn **$40,790**.
- 10% of workers earn **$30,850 or less**.
- 10% of workers earn **$57,800 or more**.

Source: Bureau of Labor Statistics 2024 wage data.

California Employment Trends

51-3092.00 - Food Batchmakers Bright Outlook

View trends for state: California Go

In California:

Employment (2022)	12,800 employees
Projected employment (2032)	14,200 employees
Projected growth (2022-2032)	11%
Projected annual job openings (2022-2032)	2,140

In the United States:

Employment (2024)	173,500 employees
Projected employment (2034)	185,400 employees
Projected growth (2024-2034)	7% Much faster than average
Projected annual job openings (2024-2034)	24,200

California source: Projections Central 2022-2032 long-term projections. United States source: Bureau of Labor Statistics 2024-2034 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

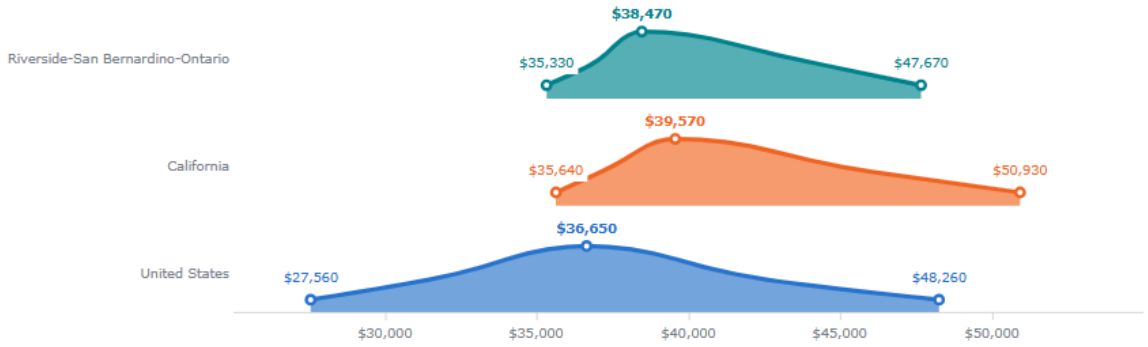
Local Wages

51-3011.00 - Bakers Bright Outlook

Wages for state: California Go

Wages near ZIP Code: 92408 Go

Annual Wages | Hourly Wages



In Riverside-San Bernardino-Ontario, CA:

- Workers on average earn **$38,470**.
- 10% of workers earn **$35,330 or less**.
- 10% of workers earn **$47,670 or more**.

In California:

- Workers on average earn **$39,570**.
- 10% of workers earn **$35,640 or less**.
- 10% of workers earn **$50,930 or more**.

In the United States:

- Workers on average earn **$36,650**.
- 10% of workers earn **$27,560 or less**.
- 10% of workers earn **$48,260 or more**.

Source: Bureau of Labor Statistics 2024 wage data.

California Employment Trends

51-3011.00 - Bakers Bright Outlook

View trends for state: California Go

In California:

Employment (2022)	22,900 employees
Projected employment (2032)	25,600 employees
Projected growth (2022-2032)	12%
Projected annual job openings (2022-2032)	3,810

In the United States:

Employment (2024)	249,100 employees
Projected employment (2034)	263,200 employees
Projected growth (2024-2034)	6% Faster than average
Projected annual job openings (2024-2034)	39,900

California source: Projections Central 2022-2032 long-term projections. United States source: Bureau of Labor Statistics 2024-2034 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

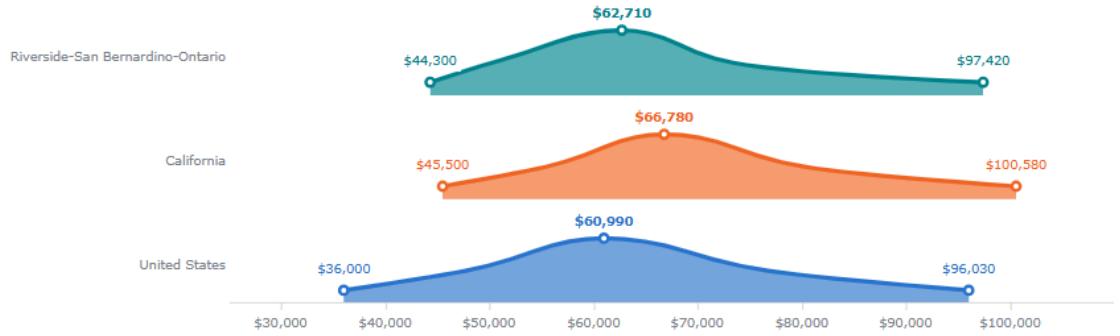
Local Wages

35-1011.00 - Chefs and Head Cooks Bright Outlook

Wages for state: California Go

Wages near ZIP Code: 92408 Go

Annual Wages | Hourly Wages



In Riverside-San Bernardino-Ontario, CA:

- Workers on average earn **$62,710**.
- 10% of workers earn **$44,300 or less**.
- 10% of workers earn **$97,420 or more**.

In California:

- Workers on average earn **$66,780**.
- 10% of workers earn **$45,500 or less**.
- 10% of workers earn **$100,580 or more**.

In the United States:

- Workers on average earn **$60,990**.
- 10% of workers earn **$36,000 or less**.
- 10% of workers earn **$96,030 or more**.

Source: Bureau of Labor Statistics 2024 wage data.

California Employment Trends

35-1011.00 - Chefs and Head Cooks Bright Outlook

View trends for state: California Go

In California:

Employment (2022)	27,900 employees
Projected employment (2032)	31,900 employees
Projected growth (2022-2032)	14%
Projected annual job openings (2022-2032)	3,910

In the United States:

Employment (2024)	197,300 employees
Projected employment (2034)	211,300 employees
Projected growth (2024-2034)	7% Much faster than average
Projected annual job openings (2024-2034)	24,400

California source: Projections Central 2022-2032 long-term projections. United States source: Bureau of Labor Statistics 2024-2034 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.