Hospitality Tourism and Recreation

Date: 1/23/2025
Time: 8:30 -11:00
Location: Dorothy Inghram Learning Center
Hosted by: SBCROP
Facilitator: Deidra Puentes
Advisory Documents: https://bit.ly/HTR_AdvDocs24-25

Advisors:

Glenn Smith, Professor Culinary Arts, San Bernardino Valley College
Heather Cristler, Director of Sales, Homewood Suites by Hilton
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
Chelsea Ramirez, San Bernardino City USD, Coordinator Workforce Development
Cynthia Clarke, San Bernardino County ROP, Projects and Activities Technician
Geena Roa, San Bernardino County ROP, Teacher
Hallie Deasey, San Bernardino County ROP, Teacher
James Hattar, Colton Redlands Yucaipa ROP, Teacher on Assignment
Jennifer Kim, Colton Redlands Yucaipa ROP, Teacher
John Duarte, San Bernardino County ROP, Teacher
Katelin Gellness, Morongo USD, Teacher
Kevin Cahalan, Colton Redlands Yucaipa ROP, Teacher
Kimberly Laurie, San Bernardino City USD, Program Specialist
Michael Richards, SBC Alliance for Education, Coordinator
Paul McIntyre, Riverside USD, Teacher
Stephanie Sachs, Redlands USD, Teacher
Vincent Gutierrez, Redlands USD, Administrator

Minutes:

The Hospitality Tourism and Recreation panel was composed of three industry professionals with varying degrees of responsibilities in their respective career fields. Another two industry professionals were unable to attend but provided their input via email. 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?

Glenn Smith: Identifies sustainability and technology as key trends shaping the food service and hospitality industries. He highlights the shift towards hybrid, solar-powered food trucks, which eliminate the need for traditional generators and operate using solar panels and a battery system. This innovation aligns with California's push for all-electric vehicles by 2035 and represents the future of the food truck industry. Smith emphasizes that educators should prepare students to understand these advancements and the operational demands of running a food truck business.

Beyond sustainability, he acknowledges the increasing role of AI and digital tools, which can be beneficial but also susceptible to misuse. He stresses that students must be equipped with both technical knowledge and critical thinking skills to navigate these changes effectively. Additionally, he advocates for maintaining traditional learning methods, such as using physical books, as a complement to digital education. By incorporating industry trends into CTE programs, educators can ensure students stay ahead in a rapidly evolving workforce.

Heather Cristler: Emphasizes the importance of hands-on experience in the hospitality industry, particularly through role-playing, internships, and job shadowing. She notes that hospitality involves multiple departments beyond the front desk, such as housekeeping, maintenance, and food and beverage services, each requiring different skill sets.

She highlights that basic maintenance skills, such as plumbing and HVAC knowledge, can provide an entry point into hotel operations. Given the difficulty in finding skilled maintenance workers, students who develop these abilities will have a strong advantage. She believes that industry exposure at an early stage can help students understand the demands of the field and prepare them for long-term success.

Nicole Edwards: Highlights the growing importance of cross-training in the hospitality industry. She explains that employees who develop skills across multiple departments—such as housekeeping, maintenance, food service, and front desk—are more valuable because they can step into different roles when needed. This flexibility helps both employees and employers by ensuring staffing needs are met while also providing workers with opportunities to advance into supervisory and management positions.

She also points out that the hospitality industry continues to struggle with staffing shortages since 2020, making cross-training even more critical. Workers who can handle multiple roles are more likely to secure stable employment and advance in their careers.

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?

Glenn Smith: Argues that CTE programs should focus on integrating foundational industry knowledge into core curricula rather than treating them as electives. He believes that students who receive structured, industry-aligned training in high school will be better prepared to enter management, director, or chef positions without necessarily attending specialized schools. He stresses that understanding career progression is crucial, as many students only see the final success of professionals without realizing the steps required to get there.

He also underscores the importance of soft skills, such as conflict resolution and adaptability, which are essential for career growth. Educators should teach students how to handle difficult customer interactions and work in diverse environments. Smith suggests incorporating job shadowing, role-playing, and real-world problem-solving exercises into the curriculum to bridge the gap between classroom learning and industry expectations. Additionally, he notes that some students are highly motivated to pursue industry careers, while others are undecided or uninterested. Finding ways to engage and support the motivated students while keeping others involved remains a challenge for CTE pathways.

Heather Cristler: Shares her personal journey into hospitality, explaining that while she initially pursued a degree in hospitality management with aspirations of becoming an event coordinator, real-world experiences quickly reshaped her career path. She emphasizes that while a degree can be beneficial, most industry jobs do not require formal education in hospitality, and career advancement is often driven by hands-on experience and willingness to learn on the job.

She suggests that CTE programs should focus on fostering practical customer service skills, problem-solving, and workplace professionalism. Many young workers, she observes, lack training in soft skills such as dressing appropriately for interviews, punctuality, and professional demeanor. She sees value in job-readiness courses that prepare students for real-world expectations, helping them set realistic career goals while developing the mindset needed to work their way up in the industry.

Nicole Edwards: Stresses that hands-on experience is key in the hospitality industry. While having a hospitality degree can be beneficial, she believes that practical, on-the-job learning is just as—if not more—important. She encourages educators to focus on real-world experience, including internships, job shadowing, and role-playing activities that help students understand the demands of the industry.

She also emphasizes that many hospitality job postings list experience as "desired" rather than required, and employers often prefer to train employees from the ground up rather than hire workers with ingrained bad habits from previous hotels. As a result, she suggests that CTE programs educate students about the benefits of gaining experience early, rather than waiting until after they complete their education.

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?

Glenn Smith: Emphasizes that while technology and virtual tools are valuable, hands-on experience remains essential in the food service and hospitality industries. He asserts that certain skills—such as handling food, understanding food reactions, and physically interacting with ingredients—cannot be taught effectively through virtual simulations alone. The same principle applies to hotel operations, where students must grasp the complexity of tasks beyond just checking in guests or ordering room service.

He also highlights the importance of industry-specific terminology and foundational training. Many successful chefs and hospitality professionals started their careers in entry-level positions, learning skills through direct experience rather than formal education. Smith suggests that mock interviews and real-world assessments should be incorporated into CTE programs to help students understand industry expectations. While technology will continue to influence how businesses operate, fundamental skills such as customer service, teamwork, and industry-specific knowledge will remain critical for success.

Heather Cristler: Believes that customer service skills are critical in hospitality and can be developed through early work experience in customer-facing roles, such as retail or fast food. While her degree provided her with some useful knowledge, she states that her real learning came from working in the field and observing experienced professionals handle difficult situations.

She also notes that students who gain early exposure to business operations—such as working for a family business—often develop a strong work ethic and adaptability. While education can provide useful insights, she stresses that the most important qualifications are problem-solving ability, professionalism, and adaptability to the fast-paced nature of the industry.

Nicole Edwards: Clarifies that most hospitality jobs, such as housekeeping, maintenance, food service, and front desk roles, do not require a college degree—only a high school diploma or GED. She emphasizes that motivation and eagerness to learn are often more valuable than formal education in this field.

She notes that entry-level positions often start at minimum wage, but advancement can happen quickly for employees who demonstrate a strong work ethic and a willingness to take on additional responsibilities. Those who gain experience across multiple departments, such as learning how to check in guests, fix minor maintenance issues, and clean rooms, are more likely to secure leadership roles.

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?

Glenn Smith: Smith points out that many careers in food service and hospitality do not require a college degree but offer opportunities for career growth. He references businesses like Domino's and Pizza Hut, where employees must work their way up before owning a franchise, demonstrating that experience and dedication can lead to success. He believes that students should be made aware of these structured career pathways early on to help them set realistic expectations for advancement.

He advises students to focus on gaining experience in entry-level positions, such as front desk agents, maintenance workers, or kitchen staff, rather than expecting to enter the industry at a management level. Many young professionals assume they can immediately become general managers or executive chefs without first mastering the foundational roles. Smith emphasizes the importance of understanding the full career trajectory and encourages students to embrace the learning process.

Additionally, he stresses the value of mentorship and networking. He believes that students should seek guidance from experienced professionals, engage in job shadowing, and participate in industry events to build relationships that will help them advance in their careers. By combining real-world experience with a strong work ethic, students can establish themselves in the industry without necessarily pursuing a four-year degree.

Heather Crsitler: Explains that many hospitality careers offer strong earning potential without requiring a degree. Positions such as front desk agents, maintenance workers, and housekeeping supervisors provide clear pathways for advancement. She highlights that individuals who show initiative, learn from their mentors, and take on additional responsibilities tend to rise quickly within the industry.

She advises students to approach entry-level positions with curiosity and a willingness to learn. Demonstrating leadership, problem-solving, and a customer-first mindset can accelerate career progression. She notes that employers look for candidates who are coachable, receptive to feedback, and able to adapt to the industry's fast-changing environment. By embracing these qualities, young professionals can move from entry-level roles to supervisory and management positions in a relatively short time.

Nicole Edwards: States that many hospitality jobs provide strong career pathways without requiring advanced degrees. Housekeeping, maintenance, food service, and front desk roles all offer opportunities for growth, and employees who show initiative can work their way into supervisor or manager positions.

She advises recent high school graduates to simply apply for jobs in the industry, as many positions require little more than a willingness to learn and a strong work ethic. She emphasizes that the hospitality field values workers who are adaptable, willing to cross-train, and committed to their roles.

Nicole also acknowledges that today's younger generation often expects instant gratification, which can make it challenging for them to adapt to the realities of the workplace. She believes that educators should help students understand that success in this industry requires effort, patience, and a long-term mindset. By instilling a strong work ethic early on, schools can better prepare students for sustainable careers in hospitality.

Audience Questions

Audience Question 1: Food trucks are often seen as a stepping stone to brick-and-mortar restaurants due to the high costs and regulatory challenges of opening a physical location, especially in California. You mentioned a $250,000 investment in a solar-powered food truck, which seems out of reach for many aspiring entrepreneurs. Do you see these rising costs making food trucks less accessible? Could this trend ultimately discourage new businesses? Additionally, are there grants or funding opportunities available to help lower the financial barrier for those looking to enter the industry?

Response: Starting a food truck business requires extensive research and strategic planning to be financially viable. Glenn Smith explains that in his class, students learn to explore cost-effective ways to acquire and modify used food trucks rather than investing in expensive new models. He emphasizes that while grants or city assistance may be available for community-oriented food trucks, private entrepreneurs must carefully plan their investments. Engaging with experienced food truck owners, learning about permits, and understanding city regulations are crucial steps to avoid costly mistakes.

Smith highlights that a key factor in food truck success is identifying the right market and location. Entrepreneurs should align their menu with demographics and seek high-traffic events like county fairs, music festivals, and sports venues to maximize profitability. He advises potential food truck owners to first establish a customer base by hosting pop-up events in various locations. Building brand recognition through social media and community engagement can create demand before making a significant investment in a food truck. Smith also stresses the importance of learning from experienced operators to avoid common pitfalls and ensure long-term sustainability.

Audience Question 2: Can high school students work in your industry?

Response: As long as a student has the legal right to work, it should be fine. However, I'm not entirely sure about the specific rules for high school students. We don't often hire high school students, as most of our employees are young college students. Due to the way our shifts are structured, it's difficult for a high school student to work the required hours. That being said, we would certainly consider hiring someone right after they graduate from high school.

Audience Question 2: Do you hire individuals with felonies?

Response: At my hotel, we conduct background checks and drug tests for all applicants, regardless of the position they are applying for. However, I am not certain about the specific criteria used in the background check process, including how felonies are assessed or the timeframes considered. The hiring team simply receives an approval or denial without detailed reasoning.

Audience Question 3: As a high school teacher, I've noticed a decline in literacy among students entering the workforce. In your hiring and interviewing process, have you encountered

challenges related to applicants' literacy skills? Are you seeing issues with candidates understanding written materials, such as job descriptions, training documents, or even brand names? Additionally, have you had to make adjustments, such as simplifying language or redesigning materials, to accommodate these literacy challenges?

Response: During the hiring process, I've noticed a significant number of applicants use shorthand or text-style writing in their resumes. If a resume has many spelling mistakes or lacks proper formatting, I often disregard it. Even though platforms like Indeed provide well-structured resumes, many applicants who create their own struggle with professionalism in writing.

Beyond writing, I once hired a front desk agent who initially spoke in a way that seemed unpolished. However, through shadowing and learning from others, she adapted her communication style and is now an assistant general manager. This shows that language and professionalism can be developed with the right attitude and willingness to learn.

We don't use literacy-based assessments in our hiring process, but Spanish-speaking skills are highly valuable, especially in housekeeping, cooking, and front desk roles. When no Spanish-speaking agents are available, we often rely on housekeepers to translate. However, technology, such as translation apps, has made communication easier.

Hilton provides extensive training on ADA compliance, diversity, and accommodating guests with different needs. We also train staff on effective communication strategies, including using tools like notepads for guests with disabilities, ensuring they feel respected and accommodated.

Audience Question 4: Is there an opportunity for industry professionals to speak to students?

Yes, absolutely. Internships and shadowing opportunities exist, though scheduling hours can be challenging. However, we would love to come speak to students.

Audience Question 5: Are hotels required to be ADA compliant, and is it part of employee training?

Yes, ADA compliance is a strict legal requirement, and all hotels must adhere to it. New hires receive training on ADA regulations, and quality assurance reviews ensure compliance. If a hotel fails to meet ADA standards, it results in immediate failure during inspections. Employees are required to take refresher courses on ADA compliance every two years.

Audience Question 6: Are food safety and other liability concerns part of hospitality training?

Yes, liability and food service safety are integral to training. This includes food safety, personal safety, and equipment safety. These standards apply to students and adults entering the industry, whether they plan to work in California or relocate to another state.

Audience Question 7: Is breakfast service an entry-level opportunity in the hotel industry?

Response: Yes, breakfast service is a great entry-level position because it requires minimal experience. Many hotels include breakfast as a guest amenity, and the role is accessible to anyone—even those without formal cooking skills. Equipment is easy to use, and many people start in breakfast service before transitioning into the front desk or other hotel departments.

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.

Glenn Smith, Chef Professor, San Bernardino Valley College

Key Takeaways:

- Sustainability and technology, such as solar-powered food trucks, will drive industry changes.
- AI and digital tools will impact food service, but critical thinking and ethics are essential.
- CTE programs should integrate industry training into core curricula rather than treating them as electives.
- Hands-on experience and soft skills, such as conflict resolution, remain vital for success.

Action Items:

- Introduce sustainability concepts and emerging technologies in the CTE curriculum.
- Expand industry-aligned training, including job shadowing and hands-on experiences.
- Teach students critical thinking skills to navigate AI and digital tools responsibly.
- Develop structured mentorship opportunities with industry professionals.

Heather Cristler, Director of Sales, Homewood Suites by Hilton

Key Takeaways:

- Hands-on experience through internships, role-playing, and job shadowing is crucial.
- Many hospitality careers do not require a degree; experience and work ethic are more valuable.
- Soft skills, including professionalism and problem-solving, are key to career advancement.
- Early work experience in customer service helps build necessary workplace skills.

Action Items:

- Integrate job-readiness training into hospitality courses, including interview skills and professionalism.
- Encourage students to gain early work experience in customer-facing roles.
- Teach students adaptability and problem-solving through real-world scenarios.
- Expand opportunities for industry engagement, such as guest speakers and mentorship programs.

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

Key Takeaways:

- Cross-training across departments improves job security and career growth.

- Hospitality jobs prioritize experience and work ethic over degrees.
- The industry faces ongoing staffing shortages, making flexibility a key skill.
- Employees who take initiative and show persistence move up quickly in the industry.

Action Items:

- Encourage cross-training and multi-role exposure in CTE programs.
- Teach students about career progression and realistic growth expectations.
- Develop hands-on training opportunities with hospitality industry professionals.
- Reinforce the importance of persistence, adaptability, and strong work ethic.

Labor Market Information

The following labor market information was sourced from https://www.onetonline.org/ on February 3, 2025.

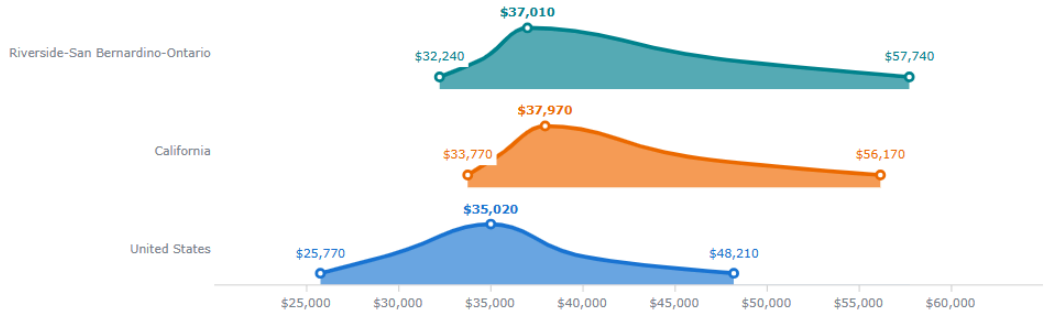
Local Wages

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 **$37,010**.
- 10% of workers earn **$32,240 or less**.
- 10% of workers earn **$57,740 or more**.

In California:

- Workers on average earn **$37,970**.
- 10% of workers earn **$33,770 or less**.
- 10% of workers earn **$56,170 or more**.

In the United States:

- Workers on average earn **$35,020**.
- 10% of workers earn **$25,770 or less**.
- 10% of workers earn **$48,210 or more**.

Source: Bureau of Labor Statistics 2023 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 (2020)	231,800 employees
Projected employment (2030)	265,800 employees
Projected growth (2020-2030)	15%
Projected annual job openings (2020-2030)	36,370

In the United States:

Employment (2023)	2,431,600 employees
Projected employment (2033)	2,507,300 employees
Projected growth (2023-2033)	3% Average
Projected annual job openings (2023-2033)	350,300

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 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.

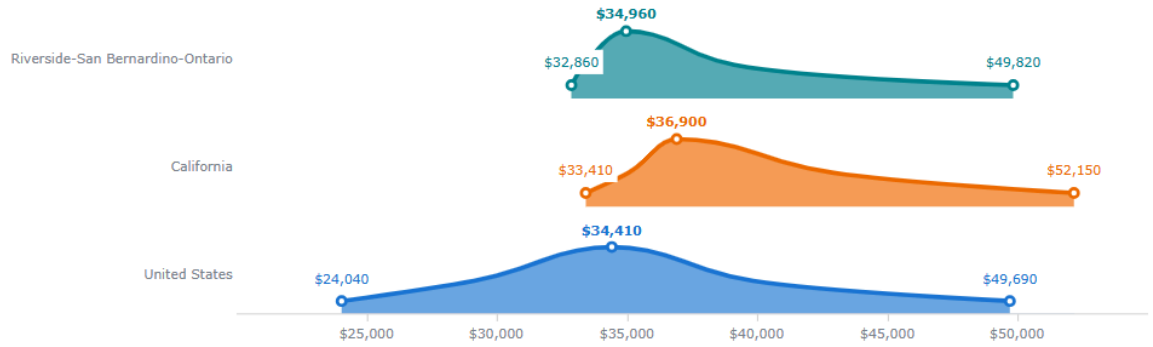
Local Wages

39-9032.00 - Recreation Workers 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 **$34,960**.
- 10% of workers earn **$32,860 or less**.
- 10% of workers earn **$49,820 or more**.

In California:

- Workers on average earn **$36,900**.
- 10% of workers earn **$33,410 or less**.
- 10% of workers earn **$52,150 or more**.

In the United States:

- Workers on average earn **$34,410**.
- 10% of workers earn **$24,040 or less**.
- 10% of workers earn **$49,690 or more**.

Source: Bureau of Labor Statistics 2023 wage data.

California Employment Trends

39-9032.00 - Recreation Workers Bright Outlook

View trends for state: California Go

In California:

Employment (2020)	38,600 employees
Projected employment (2030)	46,700 employees
Projected growth (2020-2030)	21%
Projected annual job openings (2020-2030)	7,360

In the United States:

Employment (2023)	300,000 employees
Projected employment (2033)	316,500 employees
Projected growth (2023-2033)	6% Faster than average
Projected annual job openings (2023-2033)	63,700

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 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.

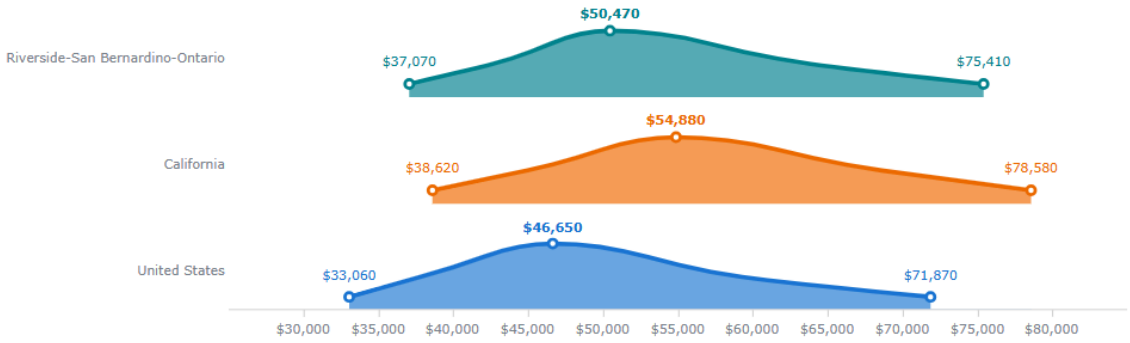
Local Wages

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 **$50,470**.
- 10% of workers earn **$37,070 or less**.
- 10% of workers earn **$75,410 or more**.

In California:

- Workers on average earn **$54,880**.
- 10% of workers earn **$38,620 or less**.
- 10% of workers earn **$78,580 or more**.

In the United States:

- Workers on average earn **$46,650**.
- 10% of workers earn **$33,060 or less**.
- 10% of workers earn **$71,870 or more**.

Source: Bureau of Labor Statistics 2023 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 (2020)	19,900 employees
Projected employment (2030)	23,000 employees
Projected growth (2020-2030)	16%
Projected annual job openings (2020-2030)	2,710

In the United States:

Employment (2023)	241,600 employees
Projected employment (2033)	251,400 employees
Projected growth (2023-2033)	4% Average
Projected annual job openings (2023-2033)	30,000

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 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.

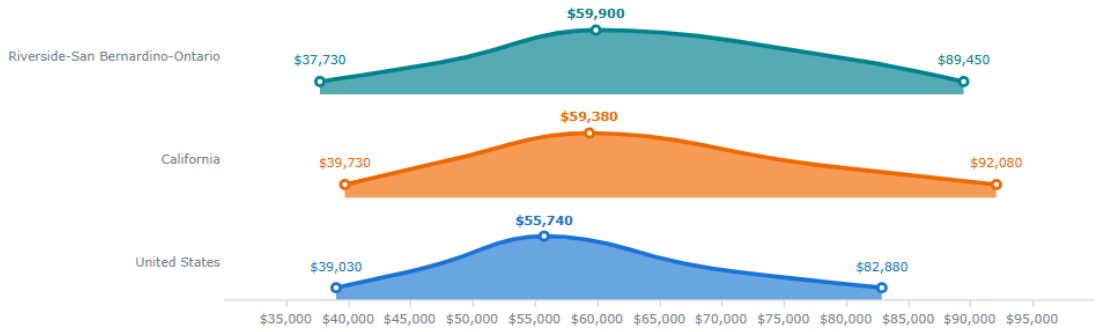
Local Wages

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 **$59,900**.
- 10% of workers earn **$37,730 or less**.
- 10% of workers earn **$89,450 or more**.

In California:

- Workers on average earn **$59,380**.
- 10% of workers earn **$39,730 or less**.
- 10% of workers earn **$92,080 or more**.

In the United States:

- Workers on average earn **$55,740**.
- 10% of workers earn **$39,030 or less**.
- 10% of workers earn **$82,880 or more**.

Source: Bureau of Labor Statistics 2023 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 (2020)	21,000 employees
Projected employment (2030)	23,500 employees
Projected growth (2020-2030)	12%
Projected annual job openings (2020-2030)	2,550

In the United States:

Employment (2023)	222,400 employees
Projected employment (2033)	230,200 employees
Projected growth (2023-2033)	4% Average
Projected annual job openings (2023-2033)	24,000

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 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.

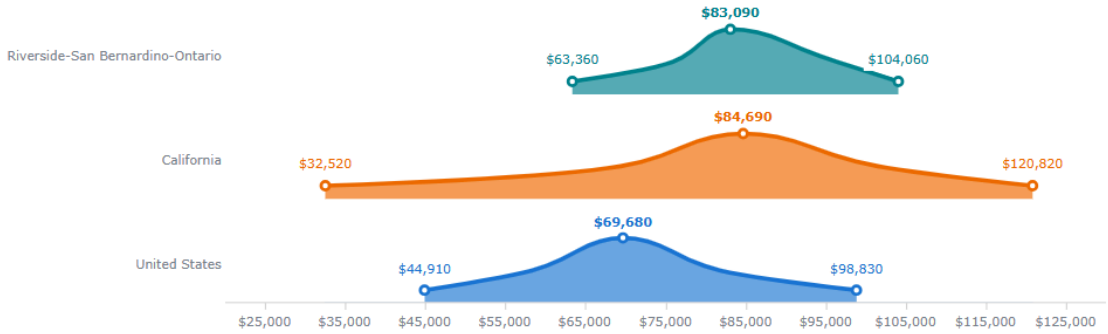
Local Wages

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 **$83,090**.
- 10% of workers earn **$63,360 or less**.
- 10% of workers earn **$104,060 or more**.

In California:

- Workers on average earn **$84,690**.
- 10% of workers earn **$32,520 or less**.
- 10% of workers earn **$120,820 or more**.

In the United States:

- Workers on average earn **$69,680**.
- 10% of workers earn **$44,910 or less**.
- 10% of workers earn **$98,830 or more**.

Source: Bureau of Labor Statistics 2023 wage data.

California Employment Trends

29-1031.00 - Dietitians and Nutritionists Bright Outlook

View trends for state: California Go

In California:

Employment (2020)	8,200 employees
Projected employment (2030)	9,500 employees
Projected growth (2020-2030)	16%
Projected annual job openings (2020-2030)	730

In the United States:

Employment (2023)	81,300 employees
Projected employment (2033)	87,300 employees
Projected growth (2023-2033)	7% Faster than average
Projected annual job openings (2023-2033)	6,100

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 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.

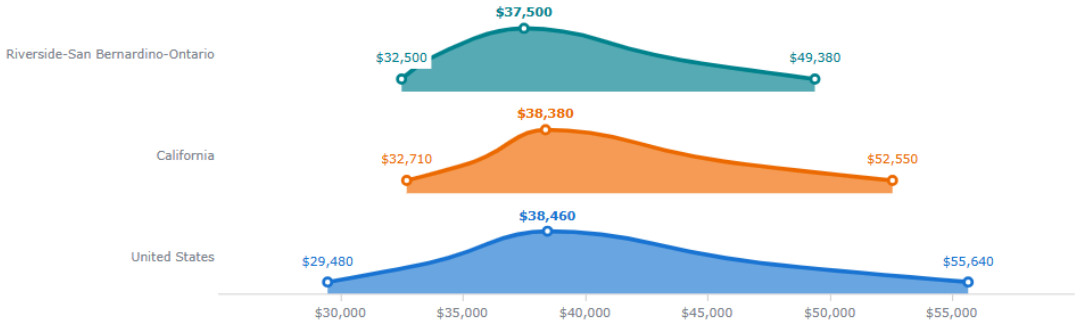
Local Wages

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 **$37,500**.
- 10% of workers earn **$32,500 or less**.
- 10% of workers earn **$49,380 or more**.

In California:

- Workers on average earn **$38,380**.
- 10% of workers earn **$32,710 or less**.
- 10% of workers earn **$52,550 or more**.

In the United States:

- Workers on average earn **$38,460**.
- 10% of workers earn **$29,480 or less**.
- 10% of workers earn **$55,640 or more**.

Source: Bureau of Labor Statistics 2023 wage data.

California Employment Trends

51-3092.00 - Food Batchmakers Bright Outlook

View trends for state: California Go

In California:

Employment (2020)	15,300 employees
Projected employment (2030)	17,600 employees
Projected growth (2020-2030)	15%
Projected annual job openings (2020-2030)	2,220

In the United States:

Employment (2023)	171,300 employees
Projected employment (2033)	186,800 employees
Projected growth (2023-2033)	■■■■ 9% Much faster than average
Projected annual job openings (2023-2033)	26,300

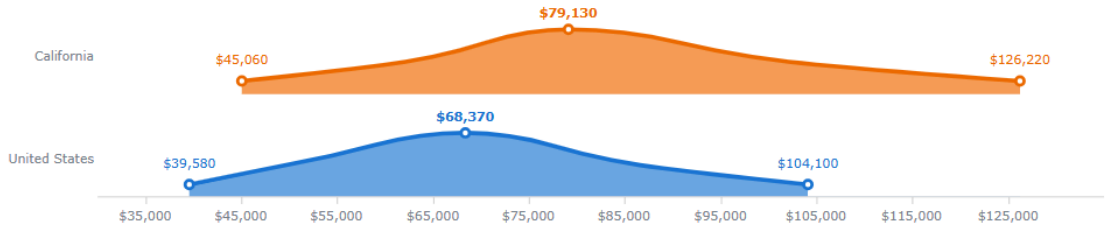
California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings due to growth and replacement.

Local Wages

53-2031.00 - Flight Attendants Bright Outlook

Wages for state: California Go

Wages near ZIP Code: 92408 Go



In Riverside-San Bernardino-Ontario, CA:

No data available.

In California:

- Workers on average earn **$79,130**.
- 10% of workers earn **$45,060 or less**.
- 10% of workers earn **$126,220 or more**.

In the United States:

- Workers on average earn **$68,370**.
- 10% of workers earn **$39,580 or less**.
- 10% of workers earn **$104,100 or more**.

Source: Bureau of Labor Statistics 2023 wage data.

California Employment Trends

53-2031.00 - Flight Attendants Bright Outlook

View trends for state: California Go

In California:

Employment (2020)	13,200 employees
Projected employment (2030)	18,200 employees
Projected growth (2020-2030)	38%
Projected annual job openings (2020-2030)	2,420

In the United States:

Employment (2023)	130,300 employees
Projected employment (2033)	143,200 employees
Projected growth (2023-2033)	■■■■ 10% Much faster than average
Projected annual job openings (2023-2033)	19,500

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 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.

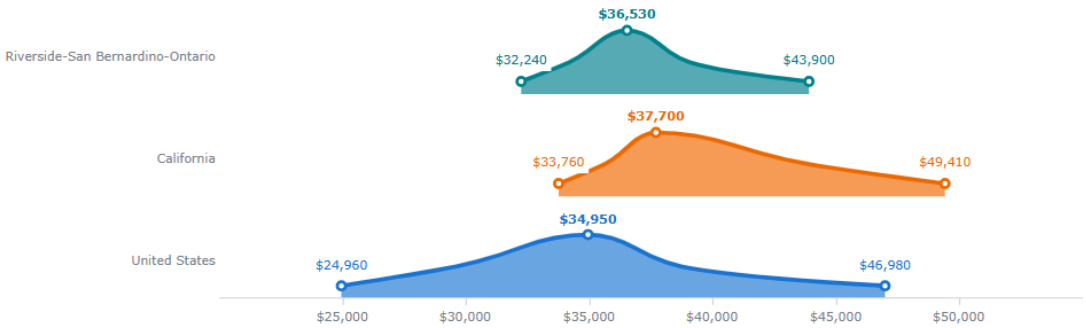
Local Wages

51-3011.00 - Bakers

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 **$36,530**.
- 10% of workers earn **$32,240 or less**.
- 10% of workers earn **$43,900 or more**.

In California:

- Workers on average earn **$37,700**.
- 10% of workers earn **$33,760 or less**.
- 10% of workers earn **$49,410 or more**.

In the United States:

- Workers on average earn **$34,950**.
- 10% of workers earn **$24,960 or less**.
- 10% of workers earn **$46,980 or more**.

Source: Bureau of Labor Statistics 2023 wage data.

California Employment Trends

51-3011.00 - Bakers

View trends for state: California Go

In California:

Employment (2020)	23,800 employees
Projected employment (2030)	28,700 employees
Projected growth (2020-2030)	21%
Projected annual job openings (2020-2030)	3,910

In the United States:

Employment (2023)	243,400 employees
Projected employment (2033)	256,100 employees
Projected growth (2023-2033)	5% Average
Projected annual job openings (2023-2033)	40,400

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 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.

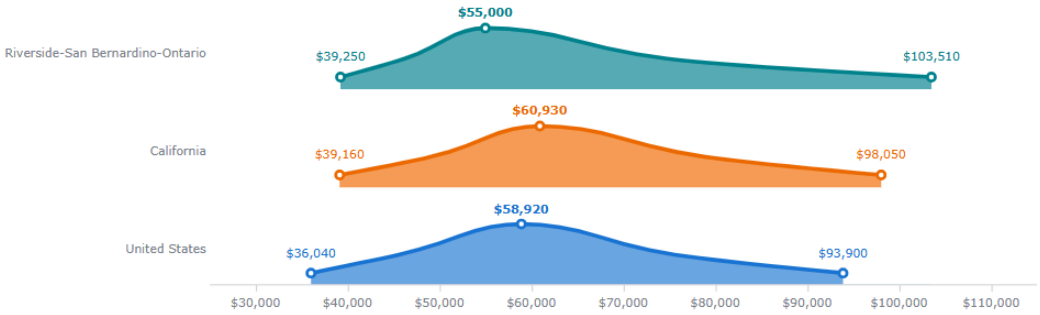
Local Wages

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 **$55,000**.
- 10% of workers earn **$39,250 or less**.
- 10% of workers earn **$103,510 or more**.

In California:

- Workers on average earn **$60,930**.
- 10% of workers earn **$39,160 or less**.
- 10% of workers earn **$98,050 or more**.

In the United States:

- Workers on average earn **$58,920**.
- 10% of workers earn **$36,040 or less**.
- 10% of workers earn **$93,900 or more**.

Source: Bureau of Labor Statistics 2023 wage data.

California Employment Trends

35-1011.00 - Chefs and Head Cooks Bright Outlook

View trends for state: California Go

In California:

Employment (2020)	20,400 employees
Projected employment (2030)	30,400 employees
Projected growth (2020-2030)	49%
Projected annual job openings (2020-2030)	4,250

In the United States:

Employment (2023)	187,100 employees
Projected employment (2033)	202,600 employees
Projected growth (2023-2033)	8% Faster than average
Projected annual job openings (2023-2033)	24,600

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2023-2033 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.