# Hospitality Tourism and Recreation

**Date:** 1/17/2024
**Time:** 8:30 -11:30
**Location**: Harvest Table at University of Redlands
**Hosted by: SBCROP**
**Facilitator:** Terri Giamarino
**Advisory Documents:** bit.ly/HTR_AdvisoryDocs2023

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## Advisors:

Darrel Legerme,Chef, Brio Italian Grill
Donna Panganiban, Public Health Dietitian, San Bernardino County Department of Public Health
Glenn Smith, Chef Instructor, San Bernardino Valley College
Ifeanyi White, Owner, Executive Level Cleaning & Catering Services
Lorraine Chapman, Director of Tourism, Advocacy, and Industry Relations, GO-CAL
Mike Inghram, General Manager, Guardian Jet Center
Robert Sevaly, Executive Chef, Harvest Table

## K12 Educational Participants:

Alisa Beal, Redlands Unified, Program Specialist
Ashley Lear, Lucerne Valley Unified, Culinary Arts Teacher
Chanel Taitt, Colton-Redlands-Yucaipa ROP, Culinary Arts Teacher
Christy Bong, San Bernardino County ROP, K12 Pathway Coordinator/CTE Specialist
Daniel Maldonado, San Bernardino County ROP, Custodial Occupations Teacher
Deidra Puentes, San Bernardino County ROP, Community/Industry Outreach Specialist
Doris Hernandez, Colton Joint Unified, Work Based Learning Technician
Evelia Terriquez, Colton Joint Unified, Work Based Learning Technician
Ewalani Taijeron, Morongo Unified, Culinary Arts Teacher
Geena Roa, San Bernardino County ROP, Culinary Arts Instructor
Hallie James, San Bernardino County ROP, Bakery Pastry Arts Instructor
Jenna Baumann, San Bernardino City Unified, Culinary Arts Teacher
Joan del Rosario, Redlands Unified, Culinary Arts Teacher
Karla Lechuga, San Bernardino County ROP, ROP Coordinator
Katelin Gellness, Morongo Unified, Culinary Arts Instructor
Keith Cortez, San Bernardino County ROP, Custodial Occupations Teacher
Kevin Cahalan, Colton-Redlands-Yucaipa ROP, Culinary Arts Teacher
Kimberly Laurie, San Bernardino City Unified, Program Specialist
Marcopolo Anzora, Office of Rep. Pete Aguilar, Constituent Services Representative
Marianne Davari, San Bernardino City Unified, CTE Program Specialist
Melanie Sypherd, San Bernardino City Unified, Culinary Arts Teacher
Melissa Dix, Colton-Redlands-Yucaipa ROP, Director of Education Services
Natalie Lovato, San Bernardino County ROP, Culinary Arts Teacher

Sean Ehart, Apple Valley Unified, Bakery instructor
Stephanie Sachs, Redlands Unified, Culinary Arts Teacher
Sticia Shubin, San Bernardino County Office of Education, Activities & Project Tech
Tripp Doepner, Riverside County Office Of Education ROP, Pathway Coordinator

## Minutes:

The Hospitality Tourism and Recreation panel was composed of seven 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.

1. **What trends do you see impacting your industry within the next 3-5 years?**

**Darrel Legerme:** Darrel identifies staffing issues and labor shortages as significant challenges in the chain restaurant industry post-COVID, emphasizing a shift from hospitality to mere service provision. He highlights the importance of hospitality, advocating for a return to personalized customer experiences. Legerme also focuses on improving operational efficiency through enhanced data entry for better control over sales, products, and staff management. He is committed to training young people in skills and becoming productive and hospitable members of society.

**Donna Panganiban:** Donna discusses COVID-19's impact on the public health sector, particularly how it has necessitated the adaptation to virtual environments for various settings, including jails, schools, and churches. She notes the continuity of virtual projects and the importance of effectively using technology to educate and communicate.

**Glenn Smith:** Glenn emphasizes the challenges virtual learning poses for culinary education, which traditionally requires hands-on instruction and in-person interaction. He notes the rising importance of plant-based foods and the need for food service professionals to develop inclusive offerings and explain dietary options to customers. Smith also comments on the dedication required to become a famous chef.

**Ifeanyi White:** Ifeanyi highlights the transformative impact of social media on business growth, moving from traditional advertising to digital platforms. He stresses the importance of maintaining high service standards, as social media amplifies customer feedback. White believes businesses must embrace social media to thrive in the next 3-5 years.

**Lorraine Chapman:** Lorraine identifies labor shortages in hotels and restaurants as a critical tourism issue. She points out challenges in attracting international visitors due to lengthy visa processes, contrasting their more extended stays and higher spending with domestic tourists. Chapman warns of the competitive disadvantage this creates against more accessible destinations.

**Mike Inghram:** Mike Inghram discusses the aviation industry's recovery challenges post-COVID, including labor shortages and the emergence of ghost kitchens in aviation catering. He highlights the importance of setting realistic career expectations for younger employees and the unique demands of aviation catering.

**Robert Sevaly:** Robert discusses the limitations of full automation in kitchens that require menu diversity and a high volume of meal production. He describes the workplace as a multifaceted environment that serves as a training, educational, and social space for employees, emphasizing the need for teamwork, social skills, and professionalism.

## 2. How would you recommend addressing these trends to better prepare students for your industry?

**Darrel Legerme:** Darrel reflects on his career journey from dishwasher to front-of-house manager, crediting his development through mentorship and diverse learning experiences. He emphasizes the importance of placing students in situations where they must make decisions and learn all aspects of the business, highlighting the role of empathy in teaching and connecting with people from different backgrounds.

**Donna Panganiban:** Donna stresses the value of educators building relationships with and learning from younger people. She encourages noticing their strengths and staying current, suggesting that attention to these areas can lead to significant learning opportunities for the youth.

**Glenn Smith:** Glenn offers a reality check against the glamorized television portrayal of culinary careers, aiming to set realistic expectations for his students. He acknowledges that while not all students will pursue the profession with equal zeal, giving a chance to those who have faced significant life challenges can be transformative, providing them with dignity and improved self-esteem.

**Ifeanyi White:** Ifeanyi shares his journey from serving time for armed robbery to successful business ownership, highlighting the pivotal role of vocational training received in jail. His story is a testament to the power of applying oneself and overcoming employment barriers ex-convicts face, emphasizing the importance of belief in personal success.

**Mike Inghram:** Mike underscores the importance of encouraging new staff to ask questions and fostering an environment where learning is promoted, and there are no barriers to seeking knowledge.

**Robert Sevaly:** Robert discusses the essential skills cooks need, such as accurately following recipes, understanding food safety practices, and recognizing the importance of dietary restrictions to ensure diner safety. He shares his personal story of overcoming learning disabilities and how it informs his inclusive approach to hiring and education in the culinary industry, highlighting that there is a place for everyone in this field.

## 3. What are the necessary skills/education/certification (s) needed for a student to obtain employment within your industry?

**Darrel Legerme:**
Darrel emphasizes the importance of alcohol certifications in California due to strict regulations, highlighting that non-compliance can severely impact a business. He also points out the lucrative aspect of bartending, with potential earnings of $600 a night. Other essential certifications include Serve Safe, food handlers, and accreditation from the American Culinary Federation.

**Glenn Smith:**
Glenn Smith discusses the significance of being proficient with advanced kitchen technology, like Rational ovens. These ovens are described as the Lamborghini of ovens, capable of cooking multiple items at different temperatures and times efficiently. While expensive, such equipment can dramatically enhance kitchen operations, as evidenced by Loma Linda's use of one to cook 600 pizzas in less than an hour. Understanding measurements and the operation of such advanced equipment is crucial.

**Mike Inghram:**
Mike outlines the importance of knowing health codes (ABCD) for employment within the aviation industry and how they impact the business. He also notes the potential for employment opportunities for individuals post-incarceration and emphasizes the need for a clean-cut appearance, customer service skills, and a positive attitude. These interpersonal skills are as critical as technical knowledge and should be cultivated for success in the field.

**Donna Panganiban:** A bachelor's degree is required to become a Registered Dietitian.

**Lorraine Chapman:** Focus on industry certifications for entry level positions.

## 4. What skills or practices should educators focus on to support emerging technologies, equipment, regulations, or laws in your industry?

**Donna Panganiban:** Donna shares her journey from chef to dietitian, emphasizing the importance of nutrition education. She suggests that students interested in nutrition, menu analysis, and food labeling consider becoming Registered Dietitians (RDs). Panganiban highlights the vast opportunities in dietetics across various industries, suggesting that educators focus on guiding students toward obtaining relevant qualifications, such as a bachelor's degree in dietetics, and exploring diverse career paths within nutrition.

**Glenn Smith:** Glenn advises on the value of certifications and ongoing education provided by associations like the Junior American Culinary Federation (ACF). The ACF offers magazines and

resources to stay updated on emerging technologies and regulations. Such certifications are foundational and can be built upon throughout a culinary career, suggesting that educators encourage students to engage with professional organizations and resources.

**Lorraine Chapman:** Lorraine discusses the emphasis on training and certification in the hospitality industry, especially concerning regulations on alcohol service. She highlights the importance of interpersonal skills and understanding customer service, suggesting that educators should focus on these critical areas. Chapman notes the variety of career paths in hospitality that don't require a degree, stressing the value of hard work, fundamental skills, and being "show ready" as essential to advancing in the industry.

**Mike Inghram:** Mike underscores the importance of professional appearance, regardless of the job level within the aviation industry. He suggests that educators should prepare students for the workforce by emphasizing the significance of dressing appropriately for job interviews and representing their company.

**Robert Sevaly:** Robert highlights the impact of certifications, such as those from the American Culinary Federation, on career advancement and salary. He mentions the importance of being prepared with the right tools and attitude for the kitchen environment. Robert also stresses the importance of resume writing, interviewing skills, and the ability to negotiate wages, suggesting that these are crucial areas for educators to address, along with conducting practical tests like the "blind box test" to assess a candidate's culinary skills under pressure.

## 5. Can you provide us with a few other occupations within your industry that may not require the highest degree/credential but provide a living wage?

**Ifeanyi White:** Ifeanyi shares his commitment to providing opportunities for individuals with criminal records, emphasizing the importance of ambition and the will to be productive over formal certifications. He describes an apprenticeship program where individuals are taken from training services designed to reintegrate them into society, sharing his journey as a motivational tool. White's approach is to offer job training and possible employment through a paid program, highlighting that idle time can be detrimental and that those determined to improve their lives are welcome in his business.

**Lorraine Chapman:** Lorraine discusses advocacy efforts related to employment for individuals with criminal records, including supporting legislation that aims to reduce barriers to gainful employment post-incarceration. This legislation focuses on not allowing background checks to automatically disqualify applicants, underlining the belief that individuals deserve employment opportunities after serving their time. Chapman's stance is that society must move beyond perpetual punishment and allow redemption and rehabilitation through meaningful work.

## Summary

Both Ifeanyi White and Lorraine Chapman advocate for giving individuals with criminal records a fair chance at employment, focusing on the potential for personal growth and the importance of providing opportunities for a stable income. Their responses highlight programs and legislation aimed at reintegration and reducing recidivism, suggesting that there are viable career paths within their industries for those without the highest degrees or credentials as long as they have the ambition and drive to succeed.

## 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:**

- Emphasized the importance of hospitality over mere service.
- Highlighted staffing issues and labor shortages as significant challenges.
- Stressed the need for data entry and tracking in restaurant management.
- Advocated for training in empathy and hospitality.

**Action Items:**

- Train staff in both hospitality and technical skills.
- Implement comprehensive tracking systems for sales, products, and staff.
- Focus on personalized customer service to enhance hospitality.

Donna Panganiban, Public Health Dietitian, San Bernardino County Department of Public Health

**Key Takeaways:**

- Shared the shift to virtual settings in public health education.
- Underlined the value of building relationships with younger people.

**Action Items:**

- Leverage technology to enhance education and outreach.
- Encourage professionals to learn from and engage with youth in meaningful ways.

Glenn Smith, Chef Instructor, San Bernardino Valley College

**Key Takeaways:**

- Discussed the necessity of hands-on instruction in culinary arts.
- Pointed out the growing importance of plant-based foods.
- Mentioned the reality versus entertainment portrayal of culinary careers.

**Action Items:**

- Incorporate plant-based cooking and sustainability into the curriculum.
- Prepare students for the realities of kitchen work beyond what is seen on TV.

Ifeanyi White, Owner, Executive Level Cleaning & Catering Services

**Key Takeaways:**

- Highlighted the impact of social media on business growth.
- Shared his personal journey from incarceration to business ownership.

**Action Items:**

- Utilize social media for marketing and customer engagement.
- Develop programs to support and employ individuals with criminal records.

Lorraine Chapman, Director of Tourism, Advocacy, and Industry Relations, GO-CAL

**Key Takeaways:**

- Discussed challenges in tourism related to labor shortages and visa issues.
- Advocated for legislative support to reduce employment barriers for individuals with criminal records.

**Action Items:**

- Engage in advocacy for more accessible visa processes.
- Support legislation that aids in employment for those with criminal records.

Mike Inghram, General Manager, Guardian Jet Center

**Key Takeaways:**

- Emphasized the aviation industry's recovery challenges post-COVID.
- Underlined the importance of professional appearance and customer service skills.

**Action Items:**

- Focus on recruitment and training to mitigate staffing shortages.
- Implement customer service and professional development programs.

Robert Sevaly, Executive Chef, Harvest Table

**Key Takeaways:**

- Shared insights on the necessity of adaptability and diverse skill sets in the kitchen.
- Advocated for the inclusion of individuals facing educational and social barriers.

**Action Items:**

- Provide comprehensive training on food safety and culinary skills.
- Create inclusive hiring practices to support individuals from diverse backgrounds.

# Labor Market Information

The following labor market information was sourced from https://www.onetonline.org/ on April 1, 2024.

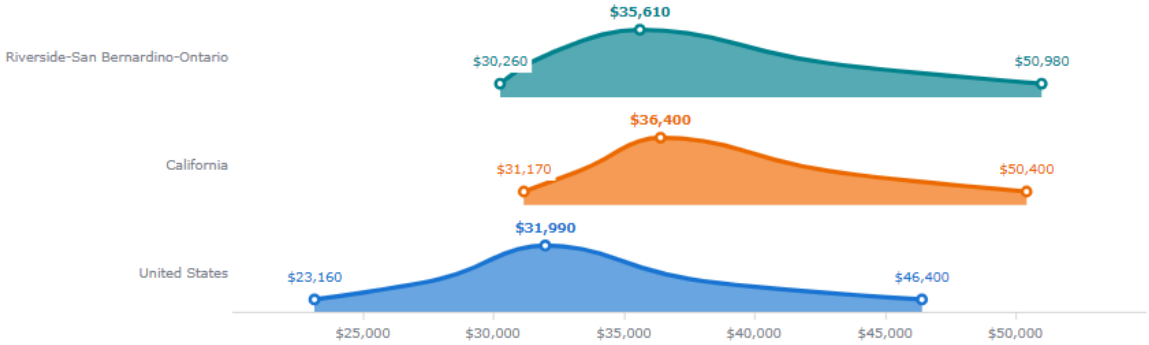
## Local Wages

**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 **$35,610**.
- 10% of workers earn **$30,260 or less**.
- 10% of workers earn **$50,980 or more**.

### In California:

- Workers on average earn **$36,400**.
- 10% of workers earn **$31,170 or less**.
- 10% of workers earn **$50,400 or more**.

### In the United States:

- Workers on average earn **$31,990**.
- 10% of workers earn **$23,160 or less**.
- 10% of workers earn **$46,400 or more**.

## 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 (2022)** | 2,382,900 employees |
| **Projected employment (2032)** | 2,412,800 employees |
| **Projected growth (2022-2032)** | 1% Little or no change |
| **Projected annual job openings (2022-2032)** | 336,700 |

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 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.

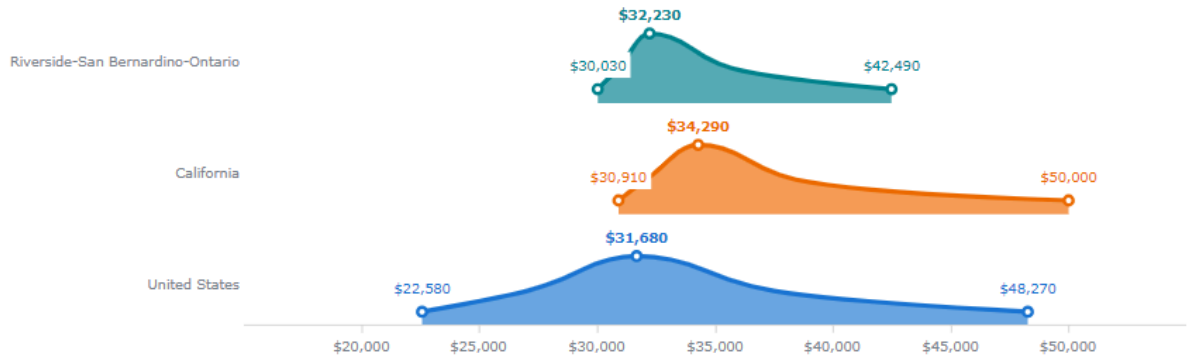
# Local Wages

## 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 **$32,230**.
- 10% of workers earn **$30,030 or less**.
- 10% of workers earn **$42,490 or more**.

## In California:

- Workers on average earn **$34,290**.
- 10% of workers earn **$30,910 or less**.
- 10% of workers earn **$50,000 or more**.

## In the United States:

- Workers on average earn **$31,680**.
- 10% of workers earn **$22,580 or less**.
- 10% of workers earn **$48,270 or more**.

Source: Bureau of Labor Statistics 2022 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 (2022)** | 289,400 employees |
| **Projected employment (2032)** | 302,700 employees |
| **Projected growth (2022-2032)** | ■■■■ 5% Faster than average |
| **Projected annual job openings (2022-2032)** | 61,700 |

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 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.

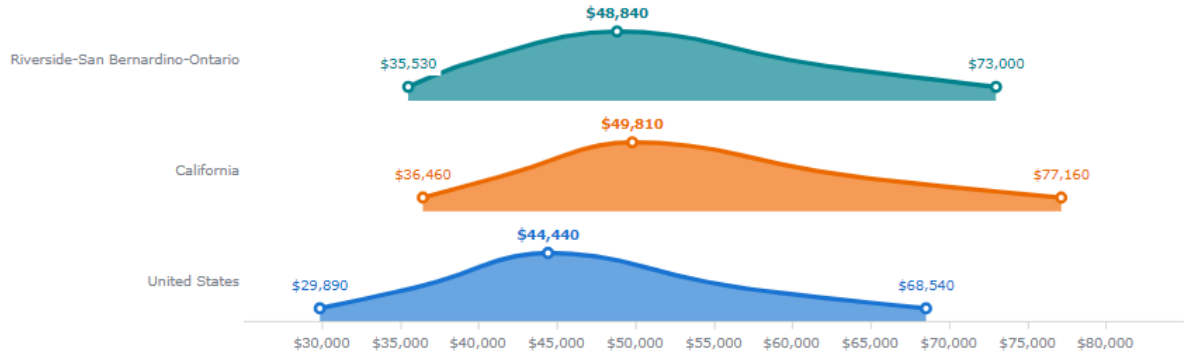
# Local Wages

## 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 **$48,840**.
- 10% of workers earn **$35,530 or less**.
- 10% of workers earn **$73,000 or more**.

### In California:

- Workers on average earn **$49,810**.
- 10% of workers earn **$36,460 or less**.
- 10% of workers earn **$77,160 or more**.

### In the United States:

- Workers on average earn **$44,440**.
- 10% of workers earn **$29,890 or less**.
- 10% of workers earn **$68,540 or more**.

# 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 (2022)** | 254,900 employees |
| **Projected employment (2032)** | 262,600 employees |
| **Projected growth (2022-2032)** | 3% Average |
| **Projected annual job openings (2022-2032)** | 30,400 |

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 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.

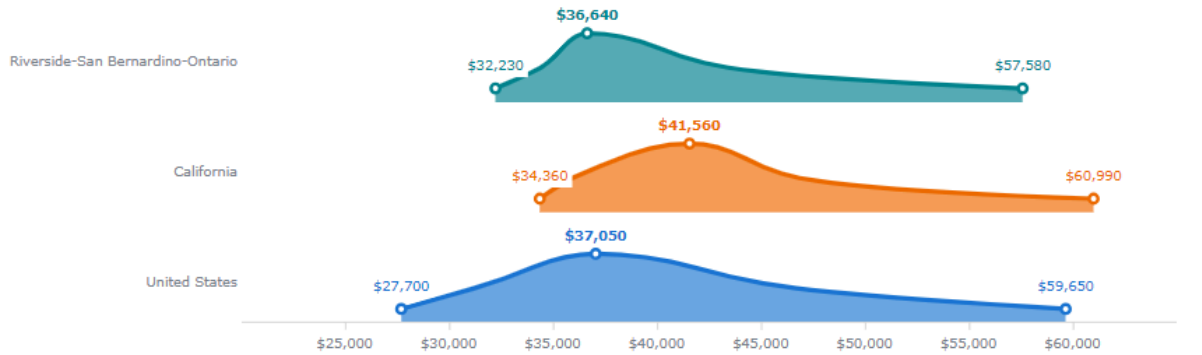
# Local Wages

## 35-1012.00 - First-Line Supervisors of Food Preparation and Serving 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 **$36,640**.
- 10% of workers earn **$32,230 or less**.
- 10% of workers earn **$57,580 or more**.

### In California:

- Workers on average earn **$41,560**.
- 10% of workers earn **$34,360 or less**.
- 10% of workers earn **$60,990 or more**.

### In the United States:

- Workers on average earn **$37,050**.
- 10% of workers earn **$27,700 or less**.
- 10% of workers earn **$59,650 or more**.

Source: Bureau of Labor Statistics 2022 wage data.

# California Employment Trends

## 35-1012.00 - First-Line Supervisors of Food Preparation and Serving Workers Bright Outlook

View trends for state: California Go

### In California:

| | |
|---|---|
| **Employment (2020)** | 96,700 employees |
| **Projected employment (2030)** | 136,300 employees |
| **Projected growth (2020-2030)** | 41% |
| **Projected annual job openings (2020-2030)** | 21,020 |

### In the United States:

| | |
|---|---|
| **Employment (2022)** | 1,221,700 employees |
| **Projected employment (2032)** | 1,281,800 employees |
| **Projected growth (2022-2032)** | ■■■■ 5%<br>Faster than average |
| **Projected annual job openings (2022-2032)** | 188,900 |

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 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.

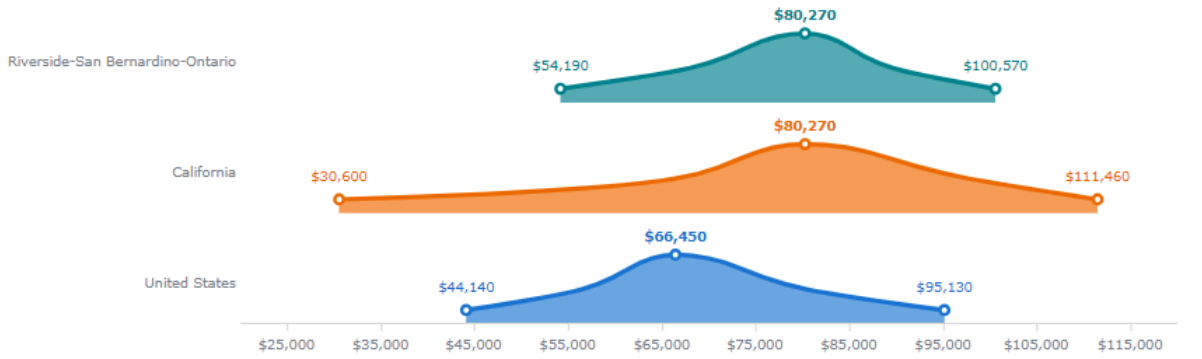
# Local Wages

## 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 **$80,270**.
- 10% of workers earn **$54,190 or less**.
- 10% of workers earn **$100,570 or more**.

## In California:

- Workers on average earn **$80,270**.
- 10% of workers earn **$30,600 or less**.
- 10% of workers earn **$111,460 or more**.

## In the United States:

- Workers on average earn **$66,450**.
- 10% of workers earn **$44,140 or less**.
- 10% of workers earn **$95,130 or more**.

Source: Bureau of Labor Statistics 2022 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 (2022)** | 78,600 employees |
| **Projected employment (2032)** | 83,800 employees |
| **Projected growth (2022-2032)** | 7% Faster than average |
| **Projected annual job openings (2022-2032)** | 5,600 |

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 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.

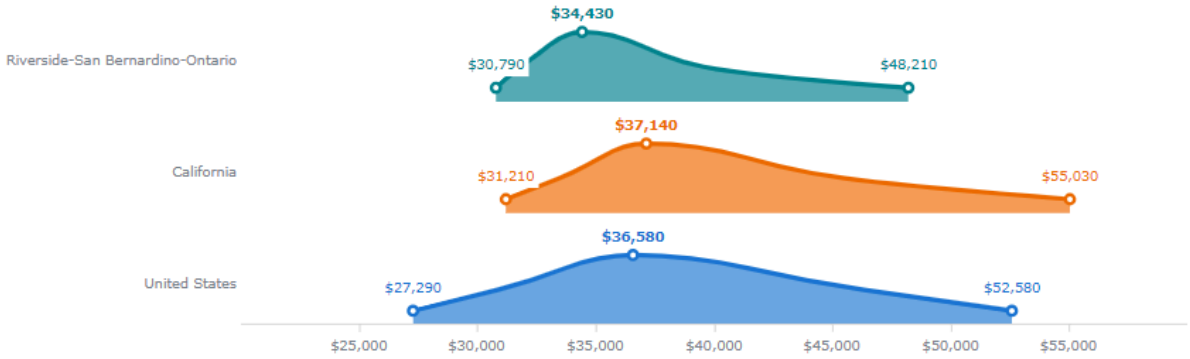
# Local Wages

## 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 **$34,430**.
- 10% of workers earn **$30,790 or less**.
- 10% of workers earn **$48,210 or more**.

### In California:

- Workers on average earn **$37,140**.
- 10% of workers earn **$31,210 or less**.
- 10% of workers earn **$55,030 or more**.

### In the United States:

- Workers on average earn **$36,580**.
- 10% of workers earn **$27,290 or less**.
- 10% of workers earn **$52,580 or more**.

Source: Bureau of Labor Statistics 2022 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 (2022)** | 171,500 employees |
| **Projected employment (2032)** | 185,000 employees |
| **Projected growth (2022-2032)** | 8% Faster than average |
| **Projected annual job openings (2022-2032)** | 27,800 |

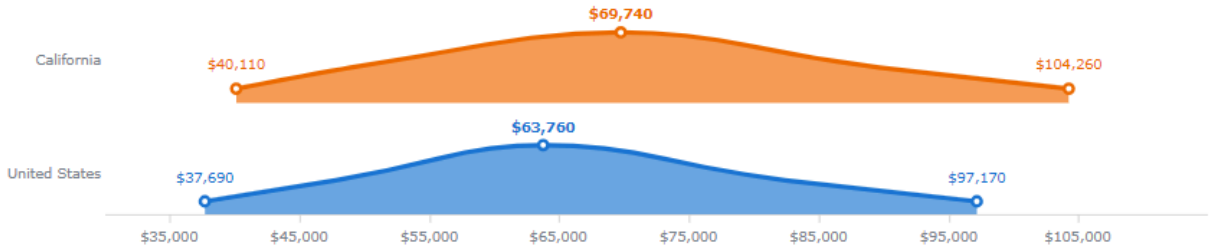
California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 employment projections. "Projected growth" represents the estimated change in total employment over the projections period. "Projected annual job openings" represent openings 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 **$69,740**.
- 10% of workers earn **$40,110 or less**.
- 10% of workers earn **$104,260 or more**.

## In the United States:

- Workers on average earn **$63,760**.
- 10% of workers earn **$37,690 or less**.
- 10% of workers earn **$97,170 or more**.

Source: Bureau of Labor Statistics 2022 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 (2022)** | 111,100 employees |
| **Projected employment (2032)** | 123,800 employees |
| **Projected growth (2022-2032)** | ■■■■ 11%<br>Much faster than average |
| **Projected annual job openings (2022-2032)** | 16,600 |

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 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.

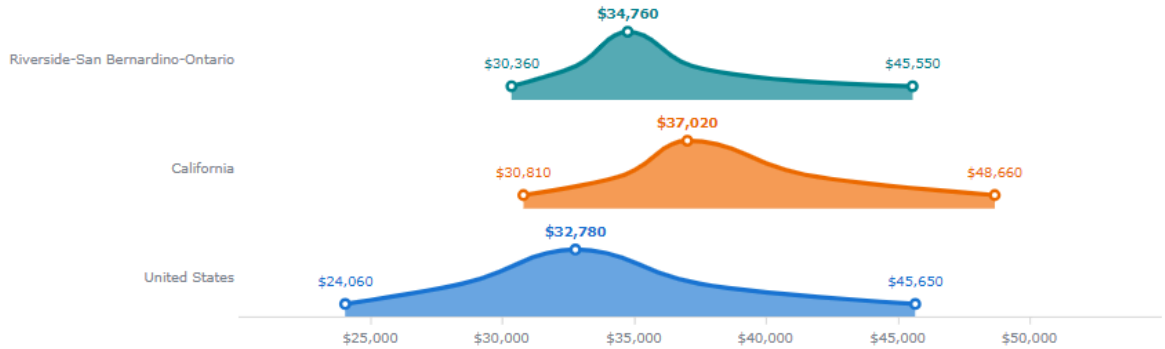
# Local Wages

## 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 **$34,760**.
- 10% of workers earn **$30,360 or less**.
- 10% of workers earn **$45,550 or more**.

### In California:

- Workers on average earn **$37,020**.
- 10% of workers earn **$30,810 or less**.
- 10% of workers earn **$48,660 or more**.

### In the United States:

- Workers on average earn **$32,780**.
- 10% of workers earn **$24,060 or less**.
- 10% of workers earn **$45,650 or more**.

Source: Bureau of Labor Statistics 2022 wage data.

# California Employment Trends

## 51-3011.00 - Bakers Bright Outlook

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 (2022)** | 218,800 employees |
| **Projected employment (2032)** | 229,600 employees |
| **Projected growth (2022-2032)** | ■■■■ 5% Faster than average |
| **Projected annual job openings (2022-2032)** | 33,800 |

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 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.

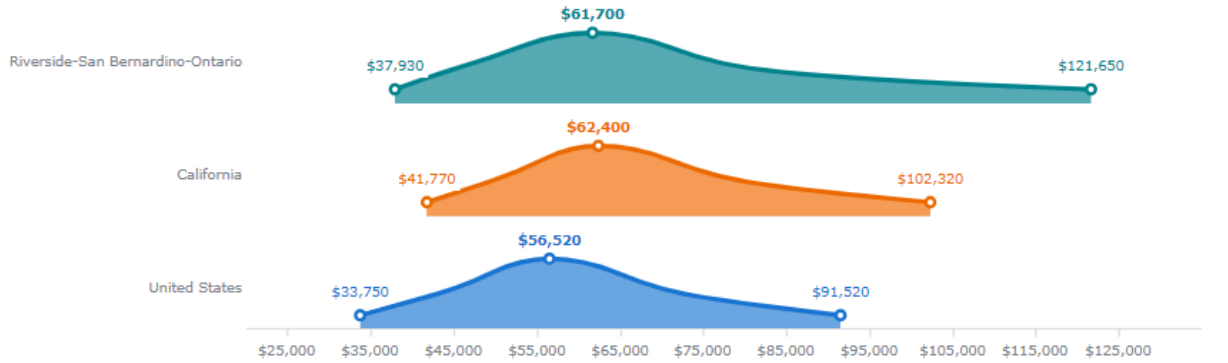
# Local Wages

## 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 **$61,700**.
- 10% of workers earn **$37,930 or less**.
- 10% of workers earn **$121,650 or more**.

## In California:

- Workers on average earn **$62,400**.
- 10% of workers earn **$41,770 or less**.
- 10% of workers earn **$102,320 or more**.

## In the United States:

- Workers on average earn **$56,520**.
- 10% of workers earn **$33,750 or less**.
- 10% of workers earn **$91,520 or more**.

# 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 (2022)** | 174,400 employees |
| **Projected employment (2032)** | 183,600 employees |
| **Projected growth (2022-2032)** | 5% Faster than average |
| **Projected annual job openings (2022-2032)** | 22,000 |

California source: Projections Central 2020-2030 long-term projections. United States source: Bureau of Labor Statistics 2022-2032 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.