

COURSES BY CAREER CLUSTER

Hospitality & Tourism, Culinary

Course	CIP	Hours	Equivalency
Baking & Pastry	120501	140	None
Culinary Foundations	120500	70	None
Culinary Skills Practicum	120505	210	None
Gourmet Foods	120500	70	None
International Foods	120500	140	None

Student Success Courses Span All Family & Consumer Sciences

High School Success	190001	210	None
College & Career Prep	190002	210	None

Career Choices and Worksite Learning Span ALL Career Clusters

IB Personal & Professional Skills	320107	140	None
Pathways to Success	320107	210	None
Worksite Learning, Personal and Culinary Services	128888	180	None

Middle School Courses

Family & Consumer Sciences	190001	180	N/A
Food & Nutrition	120500	120	N/A

POTENTIAL FUTURE PROGRAM GROWTH

- Restaurant / Lodging Management
- Batch Production & Operations

TOP EMPLOYMENT SKILLS

- Leadership
- Detail Orientation
- Adaptability
- Interpersonal
- Problem Solving
- Decision Making
- Communication
- Math Skills
- Critical Thinking

EMPLOYMENT NOTES

Employment opportunities in culinary and food science occupations are expected to remain strong due to:

- Increasing consumer demand for dining, takeout, and food delivery, driven by population and income growth.
- Rising interest in healthy foods, wellness, and sustainability will demand skilled professionals trained in nutrition, food safety, and environmental responsibility.
- Demand for commercial baking and specialty food production, supporting job growth in bakeries, food manufacturing, and retail food establishments.
- Expanding career opportunities in food science and food safety, including quality control, product development, and research-based roles.
- Strong career advancement pathways, with frequent opportunities for promotion from entry-level positions into leadership, management, and entrepreneurship.

LABOR MARKET DATA

Occupation	SOC	Growth	Annual Salary
High School Diploma or Less, On-the-Job Training			
Food Service Managers	11-9051	22%	\$ 92,290
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	6%	\$ 32,677
Bakers	51-3011	6%	\$ 36,650
Food Preparation and Serving Related Workers	35-9099	6%	\$ 34,830
Food and Beverage Serving and Related Workers	35-3000	5%	\$ 31,040
Food Servers, Non-restaurant	35-3041	13%	\$ 34,460
Butchers and Meat Cutters	51-3021	6%	\$ 38,960
Cooks, Restaurant	35-2014	15%	\$ 35,760
First-line Supervisors of Food Preparation and Serving Workers	35-1012	6%	\$ 42,010
Moderate-term Training, Certificate, or Associate of Applied Science			
Bartender	35-3011	6%	\$ 33,530
Chefs and Head Cooks	35-1011	7%	\$ 60,990
Cooks, Private Household	35-2013	18%	\$ 44,530
Food Science Technicians	19-4013	5%	\$ 48,480
Food Batchmakers	51-3092	7%	\$ 40,790
Food Processing Equipment Workers	51-3099	5%	\$ 40,050
Dietetic Technicians	29-2051	14%	\$ 45,310
Dietitians and Nutritionists	29-1031	6%	\$ 73,850

Bachelor's, Graduate, or Experience

Food Chemist	19-2031	5%	\$ 86,620
Food Scientists	19-1012	6%	\$ 78,770

Military

"Enlisted" roles are hands-on learning jobs students can start immediately after high school.			
Dietetic Support Specialist	Enlisted	Army, Air Force, Space Force	\$ 66,191
Food Service Managers	Enlisted	Army, Marine, Navy	\$ 92,047
Food Service Specialists	Officer	Army, Marine, Navy, Air Force, Coast Guard	\$ 63,928

HIGH SCHOOL COURSES TO TAKE NOW

- Culinary courses
- Algebra
- Interpersonal Communications
- Leadership
- College & Career Prep

FIELD OF CULINARY

Culinary is a field of strong “promote from within” opportunities. On-the-job hands-on learning is where most experience is gained. The following entry-level positions are recommended to gain exposure and experience:

- Dishwasher
- Prep Cook
- Busser
- Hostess
- Line cook

Chef-driven / private establishments are recommended over large chains or corporate locations for better training and opportunity. Be prepared to observe and work hard to move up.

OCCUPATIONS WITH

Highest Employment

- Fast Food and Counter Workers
- Cashiers
- Waiters and Waitresses

Most Openings

- Fast Food and Counter Workers
- Cashiers
- Waiters and Waitresses
- Cooks, Restaurant

ENTRY-LEVEL CERTIFICATIONS

Core certifications identified for jobs with no or minimal high education requirement

WA Department of Health

- Food Worker Card
- Active Managerial Control
- ANSI Accredited Certified Food Protection Manager

CareerOneStop Certification Finder

Core level certification recommendations for jobs requiring associate degree or less for entry include:

American Culinary Federation, Inc

- Certified Culinarian
- Certified Fundamentals Cook
- Certified Fundamentals Pastry Cook
- AMSA Culinary Meat Selection & Cookery Certification

Foodservice Institute

- Certified Culinary Professional
- Certified in Culinary Nutrition

World Association of Master Chefs

- Culinary Foundations

EMPLOYMENT SKILLS

- Use reasoning and judgment to reach conclusions, such as for determining how to improve food quality.
- Collect data using a variety of methods, including observation and quantitative surveys, analyze data, and synthesize test results and samples.
- Listen carefully to orders and follow recipes to prepare dishes correctly.
- Follow recipes and instructions precisely.
- Know how to budget for supplies, set prices, comply with regulations, and manage workers.
- Give clear and effective instructions, convey information correctly to customers, kitchen staff, and coworkers.
- Be courteous and attentive when dealing with patrons.
- Be able to detect small changes in the quality or quantity of food products, noticing flaws or deficiencies in finished products or materials.
- Follow health and safety standards to avoid injury and prevent food contamination.
- Excellent eye-hand coordination and hand control for proper knife handling for cutting, chopping, and dicing foods into accurate, uniform pieces.
- Leadership and collaborative skills to motivate kitchen staff, develop constructive and cooperative relationships to maintain a productive work environment.
- Organizational, time-management, and multi-tasking skills are needed to track multiple orders, monitor customers or dishes in the kitchen, preparation, and service.
- Sound grasp on mathematical concepts, knowledge of fractions, conversions, and recipe adjustments.
- Understand volume to weight measurements and adjustments for recipes and mixes.

SOURCES

US Bureau of Labor and Statistics, Occupational Outlook Handbook (08.28.2025)

<https://www.bls.gov/ooh/>

Below are the occupational groups most used for this report, showing the variety of industries available to students in these courses. Individual occupation details Summary, How to Become One, Pay, Job Outlook, and Similar Occupations were used from:

- Food Preparation and Serving
- Production
- Management
- Life, Physical, and Social Science

CareerOneStop (2026)

<https://www.careeronestop.org/>

Explore Careers / Career Clusters

- Hospitality, Events, & Tourism
- Agriculture

Toolkit

- Certification Finder
- Fastest Growing

Today's Military (visited February 2026)

<https://www.todayismilitary.com/careers-benefits/explore-careers>

- Environmental Safety & Food Services

COURSES BY CAREER CLUSTER
Human Services, Cosmetology Program

Course	CIP	Hours	Equivalency
AP Psychology	190704	210	1.5 Social Studies
Career & College Prep	190001	210	None
Cosmetology Program	120401	1600	1.0 Art, 1.0 ELA, 1.0 Science
CWU PSY 101 General Psychology	190704	210	1.5 Social Studies
IB Psychology HL, Year 1	190704	140	1.0 Social Studies
IB Psychology HL, Year 2	190701	210	1.5 Social Studies
Interpersonal Relationships	190701	70	None
Career Choices and Worksite Learning Span ALL Career Clusters			
IB Personal & Professional Skills	320107	140	None
Pathways to Success	320107	210	None
Worksite Learning, Personal and Culinary Services	128888	180	None

EMPLOYEMENT NOTES

While the U.S. Bureau of Labor Statistics (BLS) projects average growth between 2024–2034 for all occupations in the Personal Care and Service Occupations group, employment opportunities in cosmetology are expected to remain strong, indicating a continued need for skilled workers across multiple sectors:

- 772,400 annual job openings across beauty, performing arts, healthcare, management, and education sectors.
- Growing interest in proactive self-care and natural wellness practices, supporting healthier lifestyles, physical health, mental wellness, and stress management.
- Increased demand for specialized services, including nail, skincare, hair coloring, texture treatments, and advanced personal appearance services, which continue to be valued as affordable luxury and essential hygiene care.
- Rising demand in healthcare settings, driven by an aging population and expanded wellness services, creating increasing need in hospitals, rehabilitation centers, ambulatory care, and long-term and continuing care facilities.
- Highest paying industries

PERFORMING ARTS CO	PERSONAL CARE & SALON	MANAGEMENT CO
MOTION PICTURES & VIDEOS	MEDICAL & SURGICAL SITES	EMPLOYMENT SERVICES
AMBULATORY HEALTH CARE	CONTINUING CARE FACILITIES	PRACTITIONER'S OFFICE

LABOR MARKET DATA¹

Occupation	SOC	Growth	Annual Salary ²
Short-term Training, Certificate, or Associate of Applied Science			
Barbers	39-5011	8%	\$ 70,750
Hairdressers, Hairstylists, and Cosmetologists	39-5012	8%	\$ 58,920
Manicurists & Pedicurists	39-5092	8%	\$ 47,840
Skincare Specialists	39-5094	11%	\$ 64,880
First-line Supervisors of Personal Service Workers	39-1022	13%	\$ 59,830
Makeup Artists, Theatrical and Performance	39-5091	8%	\$ 50,280
Shampooers	39-5093	6%	\$ 31,470
Bachelor's, Graduate, or Experience			
Training and Development Managers	11-3131	16%	\$ 127,090
Training and Development Specialist	13-1151	16%	\$ 82,910

GREATER SEATTLE AREA OUTLOOK

Occupation	WA Rank	Annual Openings	Greater Seattle Median	Top Industry Median
Barbers	3	640	\$ 79,720	\$ 127,180
Hairdressers, Hairstylists, and Cosmetologists	1	3,340	\$ 60,140	\$ 116,610
Manicurists & Pedicurists	3	1,100	\$ 47,840	\$ 58,540
Skincare Specialists	2	460	\$ 64,880	\$ 113,230
First-line Supervisors of Personal Service Workers	1	16,300 nationwide	\$ 59,830	\$ 85,570
Makeup Artists, Theatrical and Performance	Not Top 5	1,100 nationwide	\$ 50,280	\$ 157,090
Training and Development Manager	Not Top 5	150	\$ 148,420	\$ 239,130
Training and Development Specialist	3	1,000	\$ 82,910	\$ 139,960

SOURCES

US Bureau of Labor and Statistics

- **Occupational Outlook Handbook (08.28.2025)** | <https://www.bls.gov/ooh/>
Individual occupation details Summary, How to Become One, Pay, Job Outlook, and Similar Occupations in the Personal Care and Service Occupations group.
- **Occupational Employment and Wage Statistics (OEWS) Profiles (May 2024)** | <https://data.bls.gov/oesprofile/>

CareerOneStop (2026) | <https://www.careeronestop.org/>

- Toolkit / Occupation Profile

COURSES BY CAREER CLUSTER

Human Services & Health

Course	CIP	Hours	Equivalency
Human Services & Health			
AP Psychology	190704	210	1.5 Social Studies
CWU PSY 101 General Psychology	190704	140	1.0 Social Studies
IB Psychology HL, Year 1	190704	140	1.0 Social Studies
IB Psychology HL, Year 2	190701	210	1.5 Social Studies
Interpersonal Relationships	190710	70	None
Health	190003	70	None
Child Development	190706	70	None
ECED& 107 Health, Safety & Nutrition	190708	70	None

Student Success Courses Span All Family & Consumer Science Clusters

High School Success	190001	210	None
Career & College Prep	190002	210	None

Career Choices and Worksite Learning Span ALL Career Clusters

IB Personal & Professional Skills	320107	140	None
Pathways to Success	320107	210	None
Worksite Learning, Human Services	198888	180	None

Human Services in Middle School

Family & Consumer Sciences	190001	180	N/A
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POTENTIAL FUTURE GROWTH

- Behavioral Health
- Early Childhood Education
- Health Communication
- Psychology

HIGH SCHOOL COURSES TO TAKE NOW

- Public Speaking
- Interpersonal Relationships
- Psychology
- Identities, Relationships, & Communication
- Child Development

LABOR MARKET DATA

Occupation	SOC	Growth	Annual Salary
High School Diploma or Less, On-the-Job Training			
Community Health Workers	21-1094	11%	\$ 51,030
Psychiatric Aides	31-1133	12%	\$ 51,080
Social and Human Services Assistants	21-1093	6%	\$ 45,120
Moderate-term Training, Certificate, or Associate of Applied Science			
Health Education Specialists	21-1091	10%	\$ 63,000
Preschool Teachers	25-2011	7%	\$ 37,120
Preschool, Primary, Secondary, and Special Education School Teachers	25-2000	13%	\$ 61,960
Psychiatric Technicians	29-2053	10%	\$ 51,000
Teaching Assistants, Except Postsecondary	25-9045	14%	\$ 47,210
Bachelor's, Graduate, or Experience			
Child, Family, and School Social Workers	21-1021	7%	\$ 72,290
Educational, Guidance, School, and Vocational Counselors	21-1012	14%	\$ 83,930
Health Education Specialist	21-1091	12%	\$ 72,540
Healthcare Social Worker	21-1022	8%	\$ 68,090
Human Resource Specialists	13-1071	6%	\$ 72,910
Mental Health and Substance Abuse Social Workers	21-1023	10%	\$ 60,060
Social and Community Service Managers	11-9151	15%	\$ 78,240
Social Worker	21-1021	6%	\$ 61,330
Sociologist	19-3041	4%	\$ 110,690
Special Education Teachers, Preschool	25-2051	8%	\$ 62,190
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	21-1018	17%	\$ 59,190
Training and Development Managers, Healthcare and Social Assistance	11-3131	8%	\$ 114,990
Advanced Degrees or Extensive Experience			
Education Administrators, Preschool and Childcare Center/Program	11-9031	9%	\$ 65,541
Psychologists	19-3030	6%	\$ 94,310
Military			
"Enlisted" roles are hands-on learning jobs students can start immediately after high school.			
Caseworkers	Enlisted	Marines, Navy, Air Force, Space Force	\$ 104,454
Community Services Officers	Enlisted	Marines, Navy, Air Force, Space Force	\$ 108,956
Mental Health Caseworkers	Enlisted	Navy, Air Force, Space Force	\$ 134,710

EMPLOYEMENT NOTES

BLS reports that Community and Social Service occupations are projected to grow faster than average from 2024 to 2034 with approximately 313,700 openings each year. CareerOneStop reports even higher growth projections for Washington.

Employment opportunities in psychology, social services, community health, and early childhood education are expected to remain strong due to:

- An aging population and increasing demand for social and mental health services, driving workforce needs in community-based support, counseling, and care coordination.
- Expanded access to treatment and prevention programs, increasing demand for social and human service assistants, particularly in behavioral health, substance use treatment, and recovery services.
- Growing need for community health workers, who support individuals with chronic conditions, mental health needs, and substance use disorders while advancing public health and disease prevention efforts.
- Sustained demand for child, family, and school social workers, supporting family stability, child welfare, and student success.
- Continued growth in early childhood education, driven by increased recognition of the importance of early learning for children's academic, social, and emotional development.

TOP EMPLOYMENT IMPORTANT QUALITIES

- Be flexible and able to adjust their approach based on changing circumstances and needs.
- Monitor and assess current programs, evaluate data, and provide guidance.
- Collect, process, and synthesize information to draw logical conclusions.
- Speak and write clearly, communicating with audiences at all levels of understanding.
- Lead programs and facilitate group discussions.
- Public speaking is helpful for outreach, communicating with colleagues, students, patients, or families.
- Be respectful of the communities being served, be understanding of their concerns, and compassionate when people are dealing with stressful and difficult situations.
- Interact effectively with people from a variety of backgrounds.
- Be good listeners and be empathetic in responding to the needs of those being served.
- Understand facial expressions, body language, and responses as feedback to whether needs are being met.
- Think creatively and adapt program planning to meet changing needs.
- Collect information, design research, evaluate programs, and find treatments or solutions

ENTRY-LEVEL CERTIFICATIONS

Core certifications identified for jobs with no or minimal high education requirement

Washington State Department of Children, Youth, and Families (DCYF)

<https://dcyf.wa.gov/services/early-learning-providers/qualifications/child-care-providers/education-equivalents>

Requirements based on role are set in state rule [WAC 110-300-0100](#)

- Early Childhood Stackable Certification
 - Blood Borne Pathogens
 - First Aid/CPR
 - Food Worker Card
 - Safe Sleep
 - Recognizing and Reporting Abuse
 - Emergency Preparedness
 - Prevention of Shaken Baby Syndrome
 - Serving Children Experiencing Homelessness
 - Medication Management

CareerOneStop Certification Finder

Core level certification recommendations for jobs requiring associate degree or less for entry include:

- [Nationally Certified Patient Care Technician \(NCPCT\)](#)
- [Certified Peer Specialist \(CPS\)](#) (high demand)
- [Certified Health Education Specialist \(CHES\)](#) (high demand)

SOURCES

US Bureau of Labor and Statistics, Occupational Outlook Handbook (08.28.2025)

<https://www.bls.gov/ooh/>

Individual occupation details Summary, How to Become One, Pay, Job Outlook, and Similar Occupations were the most used sections from the following Occupation Groups:

- Community and Social Service
- Education, Training, and Library
- Life, Physical, and Social Science Occupations

CareerOneStop (2026) | <https://www.careeronestop.org/>

Explore Careers / Career Clusters

- Education
- Healthcare & Human Services

Toolkit

- Certification Finder
- Fastest Growing Careers

Employment Security Department, Washington State

<https://esd.wa.gov/jobs-and-training/labor-market-information>

- Occupations in Demand List (11.07.2025 Labor Market Data)
- 2024 Labor Market and Economic Report (December 2024)

Washington State Department of Children, Youth, and Families (DCYF)

<https://dcyf.wa.gov/services/early-learning-providers/qualifications/child-care-providers/education-equivalents>

Requirements for Early Childhood Education Initiable Stackable Certificate, including certifications and trainings obtained through the courses.

COURSES BY CAREER CLUSTER

Education & Training

Course	CIP	Hours	Equivalency
CWU EDBL 250 Ethnic & Cultural Minorities in Education (Year 2)	130101	210	None
CWU EFC 250 Intro to Education (Year 1)	130101	210	None
Identity, Relationships, & Communications	130101	140	None

SPANNING ALL CAREER CLUSTERS

Worksite Learning

Course	CIP	Hours	Equivalency
Worksite Learning, Education	138888	180	None

TOP EMPLOYMENT IMPORTANT QUALITIES

- Listening without interruption, asking good questions, and understanding people's reactions.
- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- Knowledge of the structure and content of the English language including the meaning and spelling of words, and rules of composition and grammar.
- Tools like virtual reality, online learning platforms, and adaptive software are creating more interactive experiences.
- Keeping track of how well people and/or groups are doing in order to make improvements.
- Thinking about the pros and cons of different ways to solve a problem.
- Collaborate with other teaching professionals to develop educational programs.
- Modify teaching methods or materials to accommodate student needs.
- Noticing a problem and figuring out the best way to solve it.
- Figuring out how to use new ideas or things.

EMPLOYEMENT NOTES

BLS reports Educational Instruction and Library occupations are projected to grow slower than average. However, WA ESD long-term projects 18% growth in Education Services industry regional need in this industry.

Employment growth in education is dependent upon governmental funding at the state and federal levels as well as community enrollment in the school system.

Highest demand is expected from the need to replace workers who change occupations or exit the workforce. Increased housing and continued desired location for businesses is expected to maintain demand in the region.

LABOR MARKET DATA

Occupation	SOC	Growth	Annual Salary
Short-term Training, Certificate, or Associate of Applied Science			
Teaching Assistants, All Other	25-9049	13%	\$ 35,240
Teaching Assistants, Preschool, K-12	25-9045	14%	\$ 47,210
Teaching Assistants, Special Education		14%	\$ 14,210
Bachelor's, Graduate, or Experience			
Health Educators	21-1091	12%	\$ 72,540
Education, Training, and Library Occupations	25-0000	13%	\$ 88,296
Postsecondary Teachers (all subjects)	25-1000	14%	\$ 83,980
Elementary, Except Special Education	25-2021	13%	\$ 99,110
Middle School, Except Special and Career/Technical Education	25-2022	13%	\$ 99,150
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	14%	\$ 99,640
Instructional Coordinators	25-9031	15%	\$ 91,470
Interpreters and Translators	27-3091	20%	\$ 69,620
Speech-Language Pathologists	29-1127	19%	\$ 105,248
Special Education Teachers, Secondary School	25-2058	13%	\$ 97,820
Educational, Guidance and Career Counselors	21-1012	8%	\$ 86,216
Educational Instruction and Library	25-0000	8%	\$ 66,227
Educational Instruction and Library Workers	25-9099	8%	\$ 57,075
Training and Development Managers	11-3131	6%	\$ 127,090
Advanced Degrees or Extensive Experience			
Education Administrators, Elementary and Secondary School	11-9032	15%	\$ 161,090
Education Administrators, Postsecondary	11-9033	13%	\$ 110,310
Military			
"Enlisted" roles are hands-on learning jobs students can start immediately after high school.			
Interpreters and Translators	Enlisted	Army, Marines, Navy, Air Force, Space Force	\$ 87,567
Military-Specific/Tactical Training Specialists	Enlisted	Army, Marines, Navy, Air Force, Space Force	\$ 81,879
Language Officers	Enlisted	Army, Marines, Navy	\$ 77,265
Training Specialists	Enlisted	Marines, Navy, Air Force, Space Force, Coast Guard	\$ 68,107
Education Administrators	Officer	Army, Marines, Navy, Air Force, Space Force, Coast Guard	\$ 92,884
Professors and Instructors	Officer	Army, Marines, Navy, Air Force, Space Force	\$ 113,088