

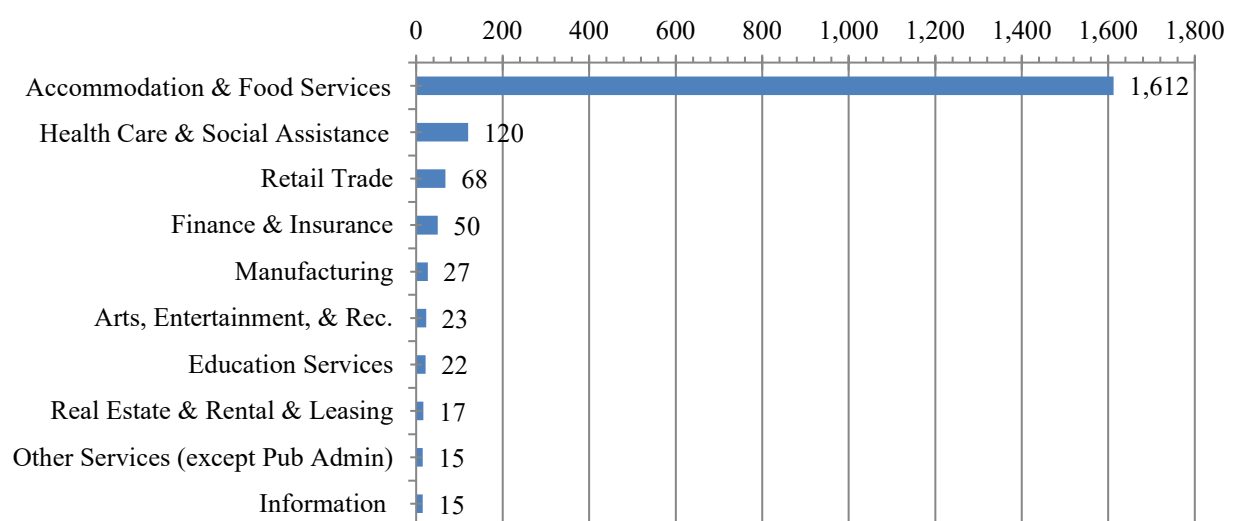
# CTE LABOR MARKET TOOL

**OVERVIEW:** THIS RESOURCE PROVIDES DATA SNAPSHOTS AND INSIGHTS ABOUT THE CULINARY, HOSPITALITY & TOURISM LABOR MARKET,\* AND SOME GUIDING QUESTIONS TO HELP APPLY THE DATA TO YOUR SCHOOL'S CTE PROGRAM.

## Why use this resource?

- Use as a critical tool with your school's self study group to guide program planning and improvement aligned to labor market data
- Use as a critical tool to prepare students for postsecondary planning towards high-demand careers
- Feel prepared and confident when responding to NYSED questions about incorporating labor market data into your work

**Chart 1: Types of organizations doing the most entry-level hiring in culinary, hospitality & tourism, number of job ads\*\*, 10/1/2020 - 3/31/2021**



The chart above shows the different kinds of NYC organizations hiring professionals in culinary, hospitality & tourism. Unsurprisingly, the vast majority are accommodation and food services-related.



The chart below shows the long-term employment projections for occupations in this field. As you can see, food-related occupations are the largest in number and also expected to increase the most. It's important to keep in mind that even though these predictions help us understand the labor market's trajectory, things like new technologies or innovations, shifts in the economy, or major unexpected shocks like the COVID-19 pandemic, can impact the accuracy of these predictions.

**Chart 2: Long-term employment projections for this field, NYC, 2016-2026\*\*\***

	Projected NYC employment:		Change over time:	
	2016	2026	Net	Percent
Food Preparation and Serving Related Occupations	325,830	392,950	67,120	20.6%
Travel & Tourism	16,910	17,400	490	2.9%
Hospitality	50,850	58,880	8,030	15.8%

## IN THIS RESOURCE...

**LOOKING DEEPER:  
WHO'S WORKING IN  
THIS FIELD? (P.2)**

**DEMYSTIFYING  
DEMAND: EMPLOYER  
PRIORITIES (P.3)**

**WHAT NEXT? GUIDING  
QUESTIONS & WEB  
RESOURCES (P.4)**

### Looking Deeper: Who Works in this Field?

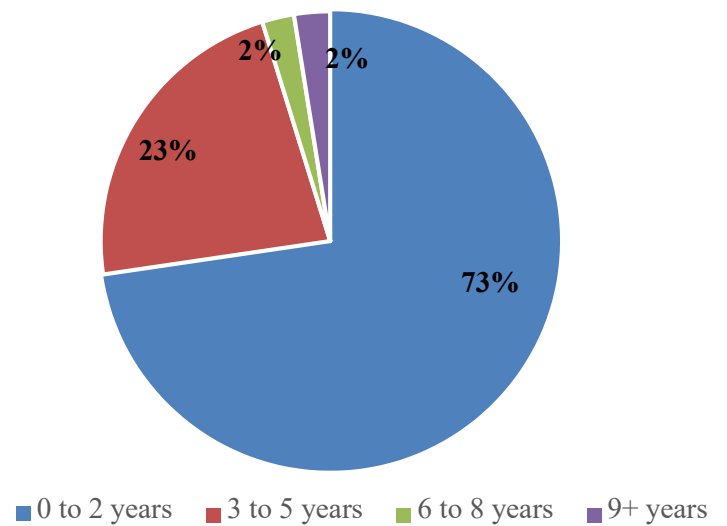
➤ **Many people working in this field have less than a Bachelor’s degree, and do not earn a living wage for NYC.**

➤ For about half (48%) of occupations in this field, the most commonly-held educational credential by workers in NYC is a high school diploma or equivalent. The next most commonly-held level of educational attainment is less than a high school diploma (28%).

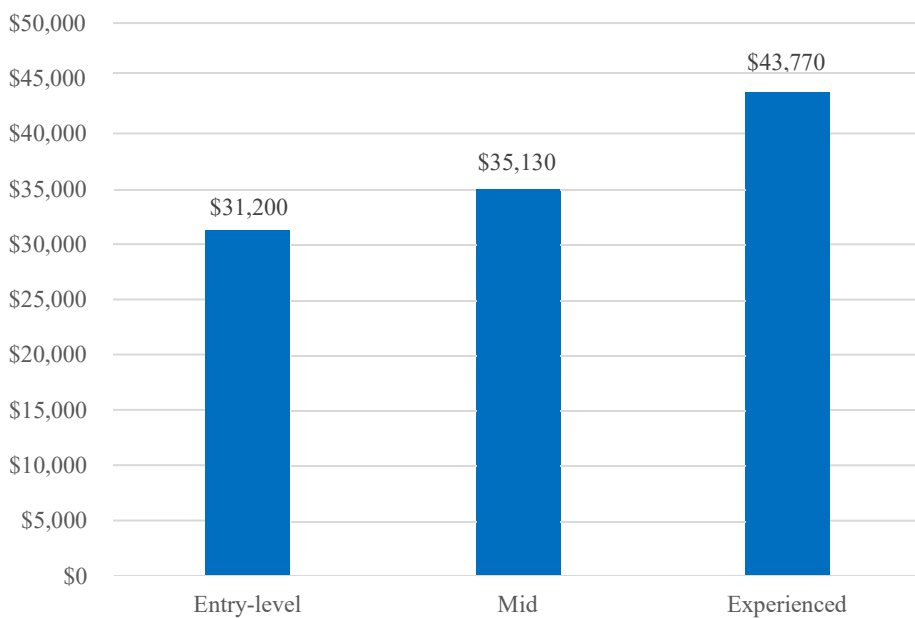
➤ There is significant opportunity in this field for people who are just starting out their career. Most recent hiring in NYC sought candidates with 5 years or less of experience (96% of job ads during the six-month period of October 2020 – March 2021).

➤ Median wages in this field do not increase very much based on experience, and do not typically surpass \$45,285, the 2021 living wage for a single adult in New York City\*\*\*\*\*.

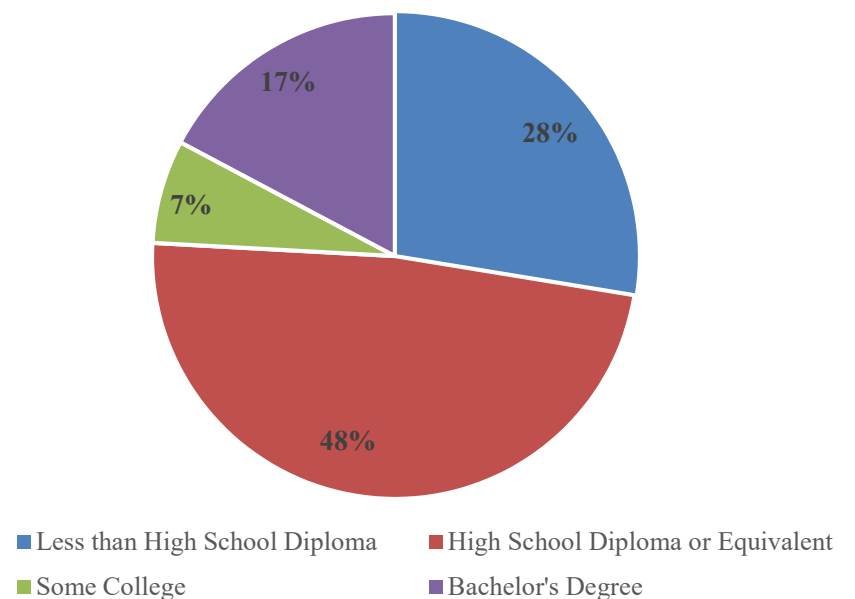
**Chart 3: Years of experience of people being hired in this field, based on job ads\*\*, NYC, 10/1/2020 - 3/31/2021**



**Chart 4: Median wages in this field by experience\*\*\*\*, NYC**



**Chart 5: Most commonly-held educational credential for occupations in this field, NYC\*\*\*\*\***



The chart below reflects the gender and ethnicity of people who work in three of the largest occupations within this field in NYC\*\*\*\*\*. Demographic distributions reflect a set of occupations primarily held by males of color.

**Chart 6: Gender and ethnicity distributions for 3 top occupations in this field in NYC**

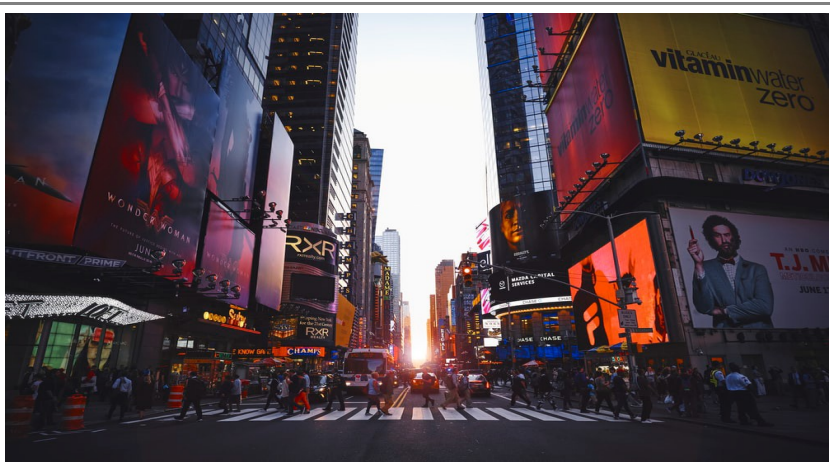
Occupation	NYC Emp.	Ethnicity %						Gender %	
		American Indian/Alaska Native	Asian/Pacific Islander	Black	Hispanic	White	Multi-ethnic/Other	Female	Male
Combined Food Preparation and Serving Workers, and Counter Attendants, Including Fast Food	79,530	0	22	14	39	21	4	37	63
Cooks, Restaurant-specific	33,970	0	14	16	58	10	2	28	72
Food Preparation Workers	32,190	0	19	13	52	13	3	36	64



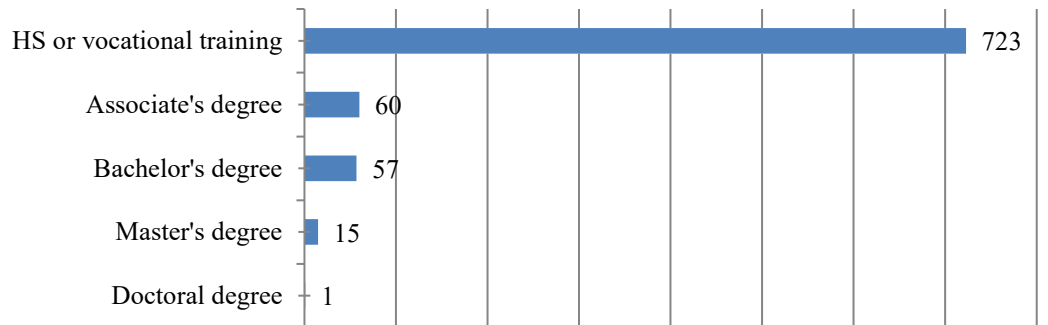
### Demystifying Demand: Employer Priorities

➤ In this field, there are not many requirements regarding educational attainment, years of experience, or certifications in order to gain entry-level work.

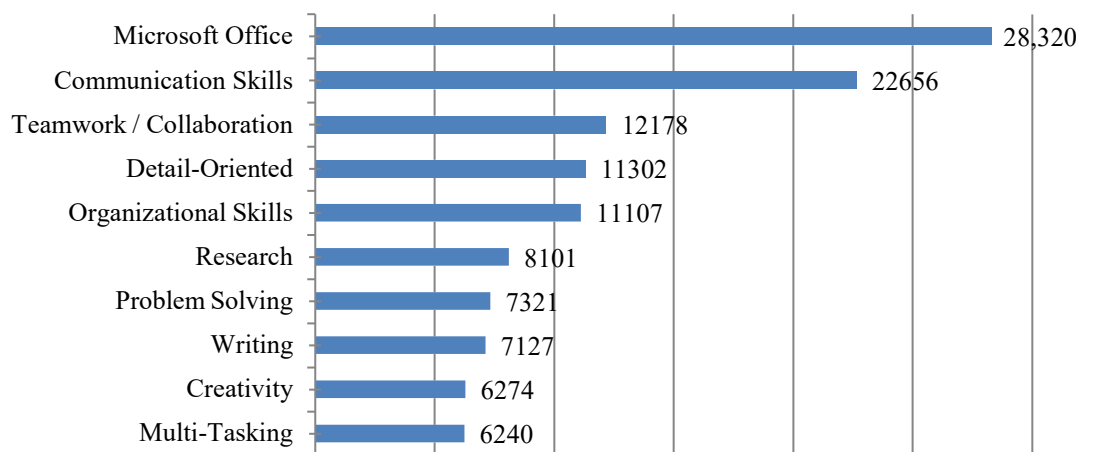
- The vast majority of employers seeking to hire an entry-level professional in this field specify someone with at least a HS diploma.
- Employers across fields are interested in entry-level workers having skills that emphasize foundational computer literacy, communication, and collaboration.
- Most employers (79%) did not include any certifications in their job postings. For those who did, Food Handler and Food Service certifications were the most common.



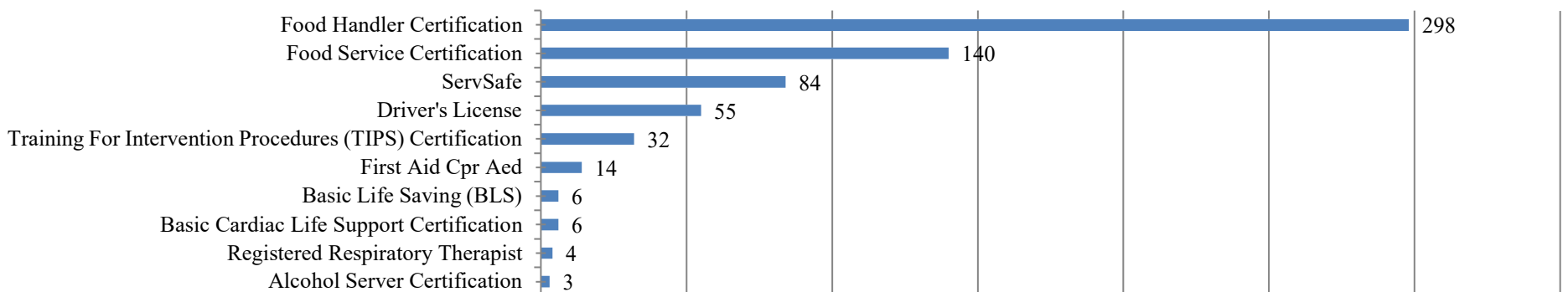
**Chart 7: Minimum education levels sought in culinary, hospitality & tourism for entry-level workers, number of job ads\*\*, NYC, 10/1/2020 - 3/31/2021**



**Chart 8: In-demand transferable\*\*\*\*\* skills, entry-level job ads\*\*, NYC, 10/1/2020 - 3/31/2021**

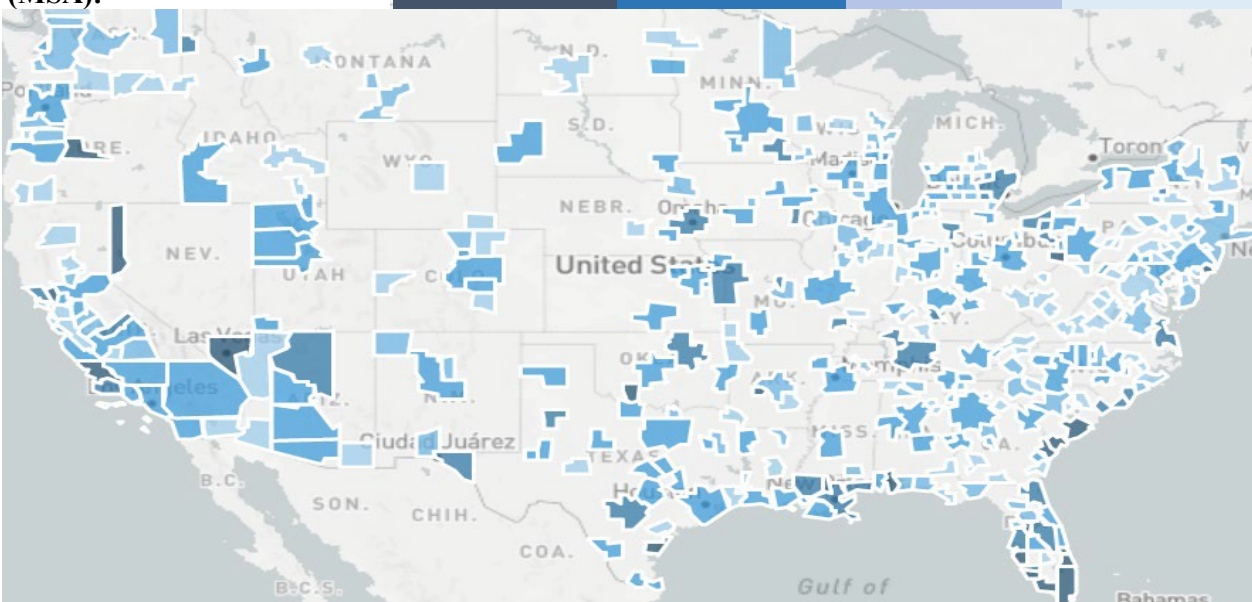


**Chart 9: Certifications in greatest demand for entry-level workers in this field, number of mentions in job ads\*\*, NYC, 10/1/2020 - 3/31/2021**



**Charts 10-12: Entry-level opportunities in this field, job ads\*\*, 4/1/2020 – 3/31/2021**

**Chart 10: Job ads, growth by metropolitan statistical area (MSA):**



**Chart 11: MSAs with most employers posting ads overall**

Metro Statistical Area	Job Ads
Los Angeles-Long Beach-Anaheim, CA	13,033
New York-Newark-Jersey City, NY-NJ-PA	11,555
Miami-Fort Laud.-W. Palm, FL	11,491

**Chart 12: This field, entry-level occupations with most ads**

Occupation	Job Ads
Combined Food Prep & Serving Workers, Counter Attendants, Including Fast Food	34,856
Waiters and Waitresses	32,419
Cooks, Restaurant-specific	26,600

## What Next? Guiding Questions & Web Resources

“Describe how current labor market data has informed program design and choice of technical assessment.”

The prompts below are designed to promote discussion and ideas for program planning, and to help you answer the question above from the CTS self study tab and the NYSED CTE application (Part 2, Section C).

How can we incorporate this report’s data insights into our...	Data points to consider:
<i>...program content?</i>	Charts 2, 4, 5, 8, 9
<i>...employability profile?</i>	Charts 8, 9
<i>...articulation agreement and, if applicable, affiliation agreement?</i>	Charts 5, 7, 9
<i>...work-based learning?</i>	Charts 1, 8
<i>...technical assessments?</i>	Chart 9
<i>...faculty certification and, if applicable, professional licensures?</i>	Charts 8, 9

Consider the questions below keeping in mind the labor market data points you’ve explored in this report and the questions that you’ve answered above.

Select three ways that you might adjust your program in response to labor market data:

- Program content   
  Employability profile   
  Articulation agreement   
  Technical assessments  
 Work-based learning   
  Faculty certification   
  Other: \_\_\_\_\_

Which one of these three adjustments could most easily be implemented this school year?

Which one of the three would make the biggest difference for the quality of our program? Why?

### Curious to explore more? Check out these web resources:

- CTE NYC website: [www.cte.nyc](http://www.cte.nyc)
- CTE Industry Commission resources: [bitly.com/CTEIndustryEngagement](http://bitly.com/CTEIndustryEngagement)
- CTE College and Career Planning Team's postsecondary milestones toolkit: [bit.ly/2O2QIGn](http://bit.ly/2O2QIGn)
- CareerOneStop labor market data explorer: [www.careeronestop.org](http://www.careeronestop.org)

### *Technical Notes & Data Sources:*

\* “Culinary, Hospitality & Tourism” occupations have been operationalized as occupations drawn from the O\*NET “Hospitality and Tourism” career cluster and the “Food Preparation and Serving Related” career cluster, using a blend of 2010 and 2018 Standard Occupation Classification (SOC) codes.

\*\* These analyses were conducted using the Burning Glass Labor Insight proprietary web-based research platform.

\*\*\* New York City 2016-2026 long-term employment projections are determined by New York State Department of Labor (NYSDOL).

\*\*\*\* NYSDOL, Occupational Employment Statistics (OES) estimates for New York City, first quarter of 2020 (May 2020 release). NYSDOL operationalizes “Entry Wage” as the average of the bottom third of wages, “Mid” as median wages, and “Experienced Wage” as the average of the top two thirds of wages.

\*\*\*\*\* U.S. Census, American Community Survey (ACS) estimates, NYC 2015-2019 5-year sample, IPUMS release February 2021.

\*\*\*\*\* Massachusetts Institute of Technology’s (MIT) Living Wage calculator, 2021 estimates for New York City

\*\*\*\*\* Demographics based on U.S. Census, American Community Survey (ACS) estimates, NYC 2015-2019 5-year sample, IPUMS release February 2021. Employment estimates are from NYSDOL OES (May 2020 release).

\*\*\*\*\* “Transferable skills” are defined as “skills used in one job or career that can also be used in another” (Cambridge Business English Dictionary, <https://dictionary.cambridge.org/us/dictionary/english/>)