

Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
Student Demand	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p>Click Below to Access Full Source Document: Fall Enrollment Trend</p>	<ul style="list-style-type: none"> ● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% ● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% ● Weak = Fleming enrolment growth is less than the system demand and is less than 1%
Labour Market	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> ● Strong = Between 5-6 positive labour market indicators ● Moderate = Between 3-5 positive labour market indicators ● Weak = Between 1-2 or no positive labour market indicators
Competitive Analysis	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Click Below to Access Full Source Document: Fall Conversion Report</p>	<ul style="list-style-type: none"> ● Strong = Fleming conversion ratio is greater than 2 below the system ● Moderate = Fleming conversion ratio is 1 above, below or equal to the system ● Weak = Fleming conversion ratio is greater than 2 above than the system
Financial Analysis	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p>Click Below to Access Full Source Document: Costing Analysis</p>	<ul style="list-style-type: none"> ● Strong = CTO is greater than 35% ● Moderate = CTO is between 30 - 34% ● Weak = CTO is between 20 – 30% <p>No Contribution = 19% or less</p>

Key Research Findings

Key Performance Indicators	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p>Click Below to Access Full Source Document: Key Performance Indicators</p>	<ul style="list-style-type: none">● Strong = Above system average in 6-7 indicators● Moderate = Above system average in 3-5 indicators● Weak = Above system average in 0-2 indicators.
Resource Analysis	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

Key Research Findings

Chef Training (43107)

Student Demand¹	• MODERATE
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The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

Certificate

- Sixteen colleges offer this certificate program, including two of Fleming's main competitors
- Fleming has a **4%** mean growth rate, slightly higher than the system rate of **3%**
- Out of the key competitors, Durham has a higher mean growth rate (**27%**), and Georgian has a higher average registration of **52 students**
- Overall, Loyalist has the highest mean growth rate (**79%**) and Fanshawe has the lowest growth rate (**-12%**)
- George Brown has the highest average registration with **229 students** and Boreal has the lowest with **12 students** (it should be noted that 2011 was the first year for Boreal to offer this program)

Diploma

- Six schools currently offer this program, none of which are direct competitors to Fleming
- La Cite has the highest mean growth rate (**29%**) and St. Lawrence has the lowest (**-12%**)
- St. Clair has the highest average registration of **84 students**, and Sault has the lowest with **8 students**

Advanced Diploma

- Only two schools offer this program, none of which are direct competitors to Fleming
- Humber has the highest mean growth rate (**15%**) and Canadore has the highest average registration of **11 students**

Apprenticeship

- Niagara is the only college to offer an apprenticeship program

¹ Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

Key Research Findings

Certificate

Program: 43107 - CHEF TRAINING														
	% Change (07-08)			% Change (08-09)			% Change (09-10)			% Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
	2007	2008		2008	2009		2009	2010		2010	2011			
ALGONQUIN	76	69	-9	69	76	10	76	76	0	76	86	13	4	77
CANADORE	12	13	8	13	19	46	19	25	32	25	13	-48	10	16
COLLÈGE BORÉAL										12				12
CONESTOGA	16	24	50	24	25	4	25	22	-12	22	31	41	21	24
DURHAM								33		33	42	27	27	38
FANSHAWE	89	88	-1	88	70	-20	70	65	-7	65	53	-18	-12	73
FLEMING	27	31	15	31	31	0	31	33	6	33	31	-6	4	31
GEORGE BROWN	194	219	13	219	234	7	234	246	5	246	254	3	7	229
GEORGIAN	41	50	22	50	54	8	54	60	11	60	57	-5	9	52
HUMBER	34	49	44	49	43	-12	43	54	26	54	55	2	15	47
LA CITÉ COLLÉGIAL	17	27	59	27	18	-33	18	24	33	24	16	-33	6	20
LOYALIST	19				16		16	7	-56	7	22	214	79	16
NIAGARA	153	151	-1	151	155	3	155	161	4	161	183	14	5	161
SAULT	12	17	42	17	16	-6	16	18	13	18	10	-44	1	15
ST. CLAIR	54	53	-2	53	69	30	69						14	59
ST. LAWRENCE	23	25	9	25	6	-76	6	13	117	13	9	-31	5	15
Total	767	816	6	816	832	2	832	837	1	837	874	4	3	825

Diploma

Program: 53107 - CULINARY MANAGEMENT														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
LA CITÉ COLLÉGIAL	23	10	-57	10	27	170	27	23	-15	23	27	17	29	22
LAMBTON				20			20	20	0	20	27	35	18	22
LOYALIST	11			27			27	21	-22	21	21	0	-11	20
SAULT	6	7	17	7	11	57	11	9	-18	9	6	-33	6	8
ST. CLAIR							84			84	83	-1	-1	84
ST. LAWRENCE	46	41	-11	41	48	17	48	38	-21	38	25	-34	-12	40
Total	86	58	-33	58	133	129	133	195	47	195	189	-3	35	132

Advanced Diploma

Program: 63107 - CULINARY ADMINISTRATION														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CANADORE	12	12	0	12	8	-33	8	9	13	9	14	56	9	11
HUMBER	3	3	0	3	5	67	5	3	-40	3	4	33	15	4
Total	15	15	0	15	13	-13	13	12	-8	12	18	50	7	15

Key Research Findings

Labour Market

• **MODERATE**

Employment Ontario²

Cooks (NOC – 6242)

- Employment Ontario Rating (2009-2013):
 - **Average**
- Education/Training
 - “Employment in this area may require a combination of education, experience or other attributes. Completion of secondary school is usually required. Completion of an apprenticeship program for cooks or completion of college or other program in cooking or several years of commercial cooking experience are required. Trade certification is available in most provinces. Interprovincial trade certification (Red Seal) is also available to qualified cooks.”
 - “Certification for the cook's trade is available in Ontario but it is not a compulsory work requirement. Certification, however, does indicate a certain level of achievement and is required by some employers.”
- Demand
 - “Employment in this occupational group is concentrated in the accommodation and food industries, which are sensitive to general economic conditions as well as subject to seasonal variations, especially in resort areas. However, according to the Canadian Federation of Chefs and Cooks, the best trained chefs and cooks are in high demand. Unlike chefs, cooks tend to be more of an entry-level job with a high degree of turn-over.”
 - “Changing technology in the workplace, such as microwave cooking, has changed the nature of the cook's job. As well, the increasing computerization of the kitchen, such as the use of retrieval and inventory control software, will require that workers have the appropriate skills. The trend towards meals to go especially in groceries and specialty food stores should spur demand for cooks. Growing consumer demand for quick, fresh and inexpensive meals over higher priced restaurant food means that growth in this occupation will be fairly stable over the forecast period. Continuous learning is essential to cooks as they hone their skills through attending specialty seminars and learning from peers and experts.”

²“6242 Cooks.” *Employment Ontario*. N.p., n.d. Web. 22 June 2012.
<http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/6242_e.pdf>.

Key Research Findings

HRSDC³

Cooks (NOC – 6242)

- Job Openings (2011/2020): **77,627**
- Job Seekers(2011/2020): **94,612**
- Post Secondary Education Graduates: **81,151**
- “Over the 2011-2020 period, an occupation will be in excess demand (a shortage of workers) if the projected number of job openings is significantly greater than the projected number of job seekers. An occupation will be in excess supply (a surplus of workers) if the projected number of job openings is smaller than the projected number of job seekers. For **Chefs And Cooks**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **77,627** and **94,612** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.”
- “Based on projections and considering the labour surplus in this occupation over the 2008-2010 period, it is expected that there will continue to be surplus supply in this occupation. In other words, the number of job seekers will be more than sufficient to fill the job openings over the 2011-2020 period. Job openings will result from both expansion demand and retirements. However, although retirements will be a significant source of job openings, the retirement rate will be relatively low since workers in this occupation, particularly cooks, tend to be very young. Employment growth will remain relatively satisfactory since the occupation will benefit from the success of the accommodation and food services sector. This occupation will also benefit from the success of domestic tourism, which is expected to stay strong. In the longer term, this occupation will benefit from the resumption of foreign travel to Canada. School leavers will be the main source of job seekers and immigrants will also be an appreciable source; the proportion of immigrants seeking jobs in this occupation is one of the highest of all occupations. However, a significant number of workers will leave this occupation to work in other occupations because of the high unemployment and the low wages.”

US Bureau of Labour⁴

Chefs and Head Cooks (SOC – 35-1011)

- Employment Growth (2010/2020): **Decrease -1%**
- **100,600** (2010) to **99,800** (2020)
- “Employment of chefs and head cooks is projected to experience little or no change from 2010 to 2020. Population and income growth is expected to result in greater demand for more high-quality dishes at a variety of dining venues, including many up-scale establishments. However, employment growth will be tempered as many restaurants, in an effort to lower costs, use lower-level cooks to perform the work normally done by chefs and head cooks.”

³ "Chefs And Cooks (624)." *Human Resources and Skills Development Canada*. N.p., 31 May 2012. Web. 31 May 2012. <<http://www23.hrsdc.gc.ca/occupationssummarydetail.jsp?&tid=73>>.

⁴ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Chefs and Head Cooks, Web. <http://www.bls.gov/ooh/food-preparation-and-serving/chefs-and-head-cooks.htm>, May 31, 2012.

Key Research Findings

- “Job opportunities will be best for chefs and head cooks with several years of work experience. The majority of job openings will stem from the need to replace workers who leave the occupation. The fast pace, long hours, and high energy levels required for these jobs often lead to a high rate of turnover.
- There will be strong competition for jobs at upscale restaurants, hotels, and casinos, which tend to pay more. Workers with a combination of business skills, previous work experience, and creativity will have the best job prospects.”

Sector Councils and Reports⁵

- [American Culinary Federation](#)
- [Canadian Association of Foodservice Professionals](#)
- [Canadian Culinary Federation](#)
- [Canadian Institute of Food Science and Technology](#)
- [Canadian Restaurant and Foodservice Association](#)
- [Canadian Tourism Human Resource Council](#)
- [Hotel Association of Canada](#)
- [International Association of Culinary Professionals](#)
- [Ontario Tourism Education Council](#)
- [World Association of Chefs Societies](#)
- The Canadian Tourism Resource Council Report states that four of the top five occupations with the greatest forecasted labour shortages (in Canada’s tourism sector) by 2025 are:
 - Food-counter attendants and kitchen helpers **-49,000** full-year jobs
 - Food and beverage servers **-43,000** full-year jobs
 - Cooks **-17,000** full-year jobs
 - Bartenders **-8,800** full-year jobs
- “A training requirement for dietary aides who are working in health care facilities was recently established by the Ministry of Health and the Ministry of Community & Social Services”⁶

⁵ "The Future of Canada's Tourism Sector: Economic Recession Only a Temporary Reprive from Labour Shortages." *Canadian Tourism Human Resource Council*. Government of Canada's Sector Council Program, Feb. 2010. Web. 1 June 2012. <http://cthrc.ca/en/resource_centre/~media/Files/CTHRC/Home/research_publications/labour_market_information/Supply_Demand/SupplyDemand_2010_%20ReportEN.ashx>.

⁶ "Food Service Worker Certificate." *Fleming College*. N.p., n.d. Web. 1 June 2012. <<http://flemingcollege.ca/continuing-education-certificates/food-service-worker-certificate>>.

Key Research Findings

Employment Profile⁷

In 2010-2011, **30.7%** of graduates were employed in a full time position which related to this program of study provincially

Culinary Arts			
Total Graduates:	1,484	Total Graduates in Survey:	1,002
		Response Rate:	68.0%

594 graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.

Programs in Culinary Arts

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Baking – Pre-employment	1 Year	96	68	50	Algonquin, Cambrian, George Brown
Baking And Pastry Arts Management	2 Years	89	62	50	George Brown
Culinary Administration	3 Years	5	4	1	Canadore, Humber
Culinary Arts – French	Post Diploma	12	5	5	George Brown
Culinary Arts – Italian	Post Diploma	29	18	16	George Brown
Culinary Fundamentals	1 Year	1	1	–	Conestoga
Culinary Management	2 Years	628	417	335	Algonquin, Canadore, Conestoga, Confederation, Fanshawe, George Brown, Georgian, Humber, La Cité, Loyalist, Niagara, Sault, Sir Sandford Fleming, St. Lawrence
Culinary Skills – Chef Training	1 Year	624	427	261	Algonquin, Canadore, Conestoga, Fanshawe, George Brown, Georgian, Humber, La Cité, Loyalist, Niagara, Sault, Sir Sandford Fleming, St. Clair, St. Lawrence

Summary of Survey Data

	Program Cluster	All Programs
Survey Population	1,002	50,622
Labour Force Participation	72%	74%
Employment Rate ^a	88%	83%
Employed Part-time ^a	16%	18%
Employed Full-time ^a	72%	65%
Average Annual Earnings – Total	\$27,140	\$33,199
Average Annual Earnings – Female	\$26,392	\$31,897
Average Annual Earnings – Male	\$27,788	\$34,607
Graduate Satisfaction	85%	79%
Employer Satisfaction	93%	93%

a. As a percentage of graduates in the labour force.

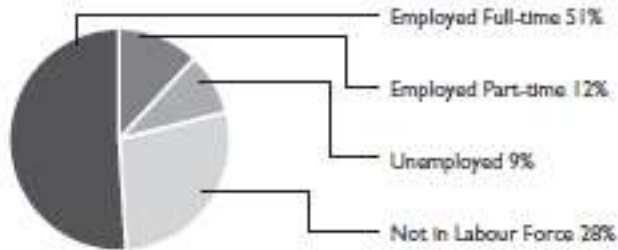
⁷ "Employment Profile." Ontario. N.p., 2011. Web. 19 July 2012.

<<http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>>.

Key Research Findings

Culinary Arts

Graduate Outcomes for Program Cluster (as a percentage of all respondents)



Top Five Industries of Employment

	#	%
Food Services and Drinking Places	325	53.4%
Accommodation Services	49	8.0%
Food Manufacturing	36	5.9%
Food and Beverage Stores	32	5.3%
Amusement, Gambling and Recreation Industries	31	5.1%

Top Five Occupational Categories

	#	%
Cooks	270	43.8%
Chefs	91	14.7%
Food Counter Attendants, Kitchen Helpers and Related Occupations	61	9.9%
Bakers	53	8.6%
Retail Salespersons and Sales Clerks	19	3.1%

Culinary Arts

Summary of Graduate Outcomes by Program

	Full-time Employed, Program Related		Full-time Employed, Program Unrelated		Part-time Employed, Program Related		Part-time Employed, Program Unrelated		Unemployed		Not in Labour Force	
	#	%	#	%	#	%	#	%	#	%	#	%
Baking – Pre-employment	19	27.9	11	16.2	4	5.9	7	10.3	9	13.2	18	26.5
Baking And Pastry Arts Management	35	56.5	5	8.1	5	8.1	3	4.8	2	3.2	12	19.4
Culinary Arts – French	2	40.0	1	20.0	1	20.0	–	–	1	20.0	–	–
Culinary Arts – Italian	11	61.1	3	16.7	2	11.1	–	–	–	–	2	11.1
Culinary Management	229	54.9	27	6.5	31	7.4	10	2.4	38	9.1	82	19.7
Culinary Skills – Chef Training	131	30.7	39	9.1	24	5.6	30	7.0	37	8.7	166	38.9
All Programs in Cluster*	427	42.8	86	8.6	67	6.7	50	5.0	87	8.7	280	28.1

* Does not include 2 programs with fewer than 5 graduates in the labour force.

Earnings of Full-time Employed Participants

Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Baking – Pre-employment	\$26,032	–	\$24,364	–	\$26,206	\$24,364
Baking And Pastry Arts Management	\$25,588	\$31,734	\$23,986	\$23,725	\$26,549	\$23,986
Culinary Arts – French	–	–	–	–	–	–
Culinary Arts – Italian	–	\$34,935	–	\$29,226	\$32,930	\$29,200
Culinary Management	\$26,669	\$27,036	\$23,725	\$25,029	\$26,886	\$25,029
Culinary Skills – Chef Training	\$26,481	\$27,978	\$25,029	\$26,301	\$27,385	\$25,420
All Programs in Cluster*	\$26,392	\$27,807	\$24,364	\$25,328	\$27,165	\$25,029

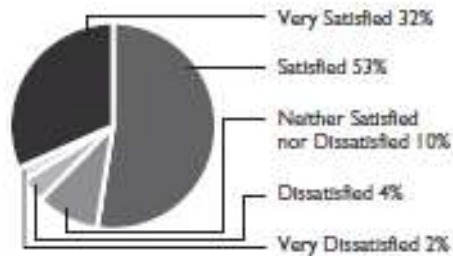
* Does not include 2 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Culinary Arts

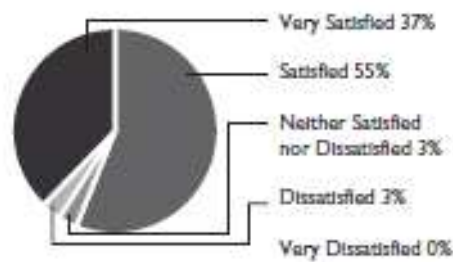
Program Cluster Satisfaction

Graduate Satisfaction with the usefulness of his/her college education in achieving his/her goals after graduation.*



* 947 graduates participated in this question.

Employer Satisfaction with employee overall college preparation for the type of work he/she was doing.*



* 204 employers participated in this survey.

Program Cluster Historical Data

	00-01 Grads	01-02 Grads	02-03 Grads	03-04 Grads	04-05 Grads	05-06 Grads	06-07 Grads	07-08 Grads	08-09 Grads	09-10 Grads
Percentage Employed	86.4%	89.5%	90.1%	91.9%	93.6%	92.8%	89.8%	89.2%	86.8%	87.9%
Percentage Employed Full-time	77.3%	80.5%	81.1%	78.7%	82.3%	80.5%	77.7%	78.7%	70.2%	71.6%
Percentage Employed Full-time Related Jobs	65.3%	64.0%	62.9%	60.6%	65.9%	63.7%	62.1%	64.6%	57.9%	59.6%
Average Annual Salary Full-time Related Jobs	\$21,907	\$21,123	\$22,214	\$22,809	\$22,502	\$23,725	\$24,803	\$26,417	\$25,093	\$26,873

Key Research Findings

Working in Canada⁸

Cooks (NOC – 6242)

- **Employment Rating by Region:**

Location	Employment Potential
Hamilton--Niagara Peninsula Region	Good
Kingston - Pembroke Region	Fair
Kitchener--Waterloo--Barrie Region	Good
London Region	Fair
Muskoka-Kawarthas Region	Fair
Northeast Region	Fair
Northwest Region	Fair
Ottawa Region	Fair
Stratford--Bruce Peninsula Region	Fair
Toronto Region	Good
Windsor-Sarnia Region	Fair

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	10.25	10.53	18.00
Hamilton--Niagara Peninsula Region	10.25	11.00	18.00
Kingston - Pembroke Region	10.25	10.25	16.90
Kitchener--Waterloo--Barrie Region	10.25	10.25	16.35
London Region	10.25	10.50	14.00
Muskoka-Kawarthas Region	10.25	11.50	15.42
Northeast Region	10.25	10.75	19.50
Northwest Region	10.25	12.00	20.07
Ottawa Region	10.25	10.50	18.96
Stratford--Bruce Peninsula Region	10.25	12.15	21.54
Toronto Region	10.25	10.56	17.69
Windsor-Sarnia Region	10.25	10.50	15.63

⁸ "Cooks (NOC 6242)." *Working in Canada*. N.p., 23 May 2012. Web. 31 May 2012. <<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=6242&area=8792&titleKeyword=cook@ionKeyword=Peterborough,+Ontario&source=0&action=final>>.

Key Research Findings

Competitive Analysis⁹

• **MODERATE**

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

Certificate

- Fleming's ratio was equal to the system's **(5:1)** in 2011, the ratio of the two direct competitors, Durham and Georgian, was also equal to the system **(5:1)**
- Overall, Boreal had the best ratio in 2011 **(3:1)**, and St. Lawrence had the lowest **(13:1)**

Diploma

- La Cite had the best ratio in 2011 **(2:1)**, and St. Lawrence had the lowest **(8:1)**

Advanced Diploma

- Canadore had the best ratio in 2011 **(3:1)**, and Humber had the lowest **(9:1)**

⁹ Application data obtained from OCAS College Count Cube October 19, 2011

Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011.

Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset

Prepared by Fleming Data Research (07-2012)

Key Research Findings

Certificate

Program: 43107 - CHEF TRAINING															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	361	76	5:1	296	69	4:1	381	76	5:1	349	76	5:1	399	86	5:1
CANADORE	122	12	10:1	109	13	8:1	118	19	6:1	131	25	5:1	109	13	8:1
COLLÈGE BORÉAL	0			0			0			12			35	12	3:1
CONESTOGA	132	16	8:1	153	24	6:1	164	25	7:1	146	22	7:1	190	31	6:1
DURHAM	0			0			0			133	33	4:1	201	42	5:1
FANSHAWE	356	89	4:1	434	88	5:1	434	70	6:1	435	65	7:1	466	53	9:1
FLEMING	146	27	5:1	152	31	5:1	150	31	5:1	152	33	5:1	160	31	5:1
GEORGE BROWN	975	194	5:1	1021	219	5:1	1058	234	5:1	1085	246	4:1	1256	254	5:1
GEORGIAN	180	41	4:1	236	50	5:1	269	54	5:1	279	60	5:1	287	57	5:1
HUMBER	286	34	8:1	451	49	9:1	394	43	9:1	483	54	9:1	553	55	10:1
LA CITÉ COLLÉGIAL	68	17	4:1	73	27	3:1	87	18	5:1	83	24	3:1	96	16	6:1
LOYALIST	98	19	5:1	86			90	16	6:1	97	7	14:1	82	22	4:1
NIAGARA	646	153	4:1	689	151	5:1	688	155	4:1	745	161	5:1	741	183	4:1
SAULT	54	12	5:1	60	17	4:1	60	16	4:1	73	18	4:1	59	10	6:1
ST. CLAIR	209	54	4:1	223	53	4:1	234	69	3:1	4			0		
ST. LAWRENCE	113	23	5:1	104	25	4:1	99	6	17:1	119	13	9:1	119	9	13:1
Total	3746	767	5:1	4087	816	5:1	4226	832	5:1	4326	837	5:1	4753	874	5:1

Diploma

Program: 53107 - CULINARY MANAGEMENT

	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	320			342			366			346			359		
CANADORE	96			79			83			83			87		
CONESTOGA	121			128			181			223			180		
CONFEDERATION	108			111			103			120			114		
FANSHAWE	150			184			175			177			154		
FLEMING	158			162			147			171			159		
GEORGE BROWN	1005			1140			1354			1573			1803		
GEORGIAN	226			209			211			224			241		
HUMBER	493			458			558			694			673		
LA CITÉ COLLÉGIAL	58	23	3:1	49	10	5:1	74	27	3:1	61	23	3:1	60	27	2:1
LAMBTON	0			0			69	20	3:1	93	20	5:1	89	27	3:1
LOYALIST	100	11	9:1	85			91	27	3:1	111	21	5:1	98	21	5:1
SAULT	33	6	6:1	25	7	4:1	34	11	3:1	47	9	5:1	35	6	6:1
ST. CLAIR	17			29			0			260	84	3:1	238	83	3:1
ST. LAWRENCE	176	46	4:1	194	41	5:1	171	48	4:1	187	38	5:1	202	25	8:1
Total	3061	86	36:1	3195	58	55:1	3617	133	27:1	4370	195	22:1	4492	189	24:1

Key Research Findings

Advanced Diploma

Program: 63107 - CULINARY ADMINISTRATION															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CANADORE	33	12	3:1	27	12	2:1	37	8	5:1	30	9	3:1	41	14	3:1
HUMBER	15	3	5:1	16	3	5:1	37	5	7:1	33	3	11:1	35	4	9:1
Total	48	15	3:1	43	15	3:1	74	13	6:1	63	12	5:1	76	18	4:1

Financial Analysis

- **STRONG**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead – 30.8%
- Program Weight – 1.30
- Funding Unit – 1.30

Key Performance Indicators

- **WEAK**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	-37% below system
KPI2-Working	+4% above system
KPI3-Working Related	-23% below system
KPI4-Grad. Satisfaction	+5% above system
KPI8-Student Satisfaction-Learning	-2% below system
KPI9-Student Satisfaction- Teachers	-1% below system
KPI11-Grad. Satisfaction-Program	-6% below system

Key Research Findings

Additional Observations and Opportunities

Industry Standards

“The Canadian Tourism Human Resource Council has created a draft document outlining the different pathways for Cooks in Canada. Chefs, industry, educators, apprenticeship and tourism human resource organizations and associations have worked together on the project, beginning a pan-Canadian discussion into how qualifications in the cooking profession link to one another. Qualifications Frameworks are about connecting existing Qualifications. The work has not been completed, but a draft framework with clear career path options has been developed. The poster below is a product of the work to date. Details and links to jurisdictional and Qualifications specifics still need to be completed in future phases of work.”

- **The Culinary Journey in Canada: Pathways to Recognition**
- **Cooks Mapping and Qualifications Framework Project Report (2008)**

The Canadian Culinary Institute administers the certification programs for the Certified Working Chef (CWC) and Certified Chef de Cuisine (CCC) programs, under the auspices of the **Canadian Culinary Federation (CCFCC)**.

- **Certified Working Chefs**
- **Certified Chef de Cuisine**
- **Certified Master Chef**
 - The CMC professional designation is the newest Certification under the CCI and also the highest attainable in Canada. This program requires a minimum 2 year commitment, with a maximum allowance of 4 years to complete all components.

Certified Tourism Professional offers national certification to line cooks.
Red Seal Certification provides Interprovincial Standards for Cooks.

Resource Analysis

Equipment

Staffing

Space

Key Research Findings

Appendix

The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.

Overview of the Profession:

NOC: 6242 Cooks

In the NOC Codes, chefs and cooks are treated differently. We actually educate cooks at Fleming.

<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=en&noc=6242&action=final&titleKeyword=>

Cooks perform some or all of the following duties:

- Prepare and cook complete meals or individual dishes and foods
- Prepare and cook special meals for patients as instructed by dietitian or chef
- Schedule and supervise kitchen helpers
- Oversee kitchen operations
- Maintain inventory and records of food, supplies and equipment
- May set up and oversee buffets
- May clean kitchen and work area
- May plan menus, determine size of food portions, estimate food requirements and costs, and monitor and order supplies.
- May hire and train kitchen staff

Cooks may specialize in preparing and cooking ethnic cuisine or special dishes.

Common Job Titles:

- apprentice cook
- cook
- dietary cook
- first cook
- grill cook
- hospital cook
- institutional cook
- journeyman/woman cook
- licensed cook
- line cook
- second cook
- short order cook

Typical Employers

- restaurants
- hotels
- hospitals and other health care institutions
- central food commissaries
- educational institutions and other establishments

Key Research Findings

- aboard ships and at construction and logging campsites
- Apprentice cooks are included in this unit group

Labour Market

Working in Canada

1. Employment potential for the Kawartha Region is Fair. (Working in Canada)

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=6242&area=8792&titleKeyword=cook®ionKeyword=Peterborough,+Ontario&source=0&action=final>

HRDSC

2. National Outlook 10 Year Projection (2011-2020)

Chefs and Cooks (NOC 624)

Occupations in this group	Chefs (6241) and Cooks (6242)
Employment (non-student) in 2010	194,892
Median age of workers in 2010	34.6
Average Retirement Age in 2010	64

3. For **Chefs And Cooks**, over the period of 2011-2020, job openings are expected to total **76,058**. It is expected that **94,612** job seekers will be available to fill these job openings.
4. Over the 2006 2008 period, the unemployment rate remained higher than 10%, which suggests that this occupation had a surplus of workers
5. According to Employment Ontario the opportunities for employment in this occupation are expected to be good over the period from 2009 to 2013.
6. According to Employment Ontario (Estimates 2006), 10% of the workers were self employed and 83% full-time.
7. Local wage for the Peterborough/Kawartha Region 2010:

Low: \$10.25 Average: \$11.50 High: \$15.42

<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=73>

US Bureau of Labour

<http://www.bls.gov/ooh/Food-Preparation-and-Serving/Chefs-and-head-cooks.htm>

Job Outlook

Employment change: Overall employment of cooks is projected to grow 8 percent from 2010 to 2020, slower than the average for all occupations. Individual growth rates will vary by specialty.

People continue to eat out, buy take-out meals, or have food delivered. In response, more restaurants will open, and nontraditional food-service operations, such as those found inside grocery stores, will serve more prepared food dishes, spurring demand for cooks. Employment growth for cooks will also increase as, in an effort to lower costs, many full-service restaurants will hire lower level cooks instead of chefs and head cooks.

Key Research Findings

Job Prospects: Overall job opportunities are expected to be good as a combination of employment growth and current workers leaving the occupation leads to a large number of job openings. Cooks with formal training will have the best job prospects.

Candidates who demonstrate eagerness and are able to do more refined tasks will have the best job opportunities at restaurant chains, upscale restaurants, and hotels. Nonetheless, those seeking full-time jobs at upscale restaurants and hotels are likely to face competition, as the number of job applicants often exceeds the number of job openings.

Canadian Tourism Human Resource Council Report (Feb 2010)

The tourism sub-sector expected to face the most acute labour shortages over the long term is food and beverage services: by 2025 this industry could face a potential shortage equivalent to 142,000 full-year jobs. What's more, four of the five tourism occupations expected to have the most significant worker shortages are in this industry. The industry could suffer a shortage of food-counter attendants and kitchen helpers equivalent to 49,000 full-year jobs and a shortage of food and beverage servers equivalent to 43,000 full-year jobs by 2025. Cooks, bartenders, and program leaders and instructors in recreation and sport round out the top five occupations with the greatest forecast labour shortages.

[The Future of Canada's Tourism Sector](#)

Industry Standards:

The Canadian Tourism Human Resource Council has created a draft document outlining the different pathways for Cooks in Canada. Chefs, industry, educators, apprenticeship and tourism human resource organizations and associations have worked together on the project, beginning a pan-Canadian discussion into how qualifications in the cooking profession link to one another. Qualifications Frameworks are about connecting existing Qualifications. The work has not been completed, but a draft framework with clear career path options has been developed. The poster below is a product of the work to date. Details and links to jurisdictional and Qualifications specifics still need to be completed in future phases of work.

The Culinary Journey in Canada: Pathways to Recognition:

http://www.ccicc.ca/PosterCulinary_1optionC_ENG.pdf

Cooks Mapping and Qualifications Framework Project Report (2008):

http://cthrca.ca/en/~media/Files/CTHRC/Home/research_publications/credential_recognition/program_comparison_articulation_reciprocity/Final%20Report%20Cooks%20Mapping%20May%202.ashx

The Canadian Culinary Institute administers the certification programs for the Certified Working Chef (CWC) and Certified Chef de Cuisine (CCC) programs, under the auspices of the [Canadian Culinary Federation \(CCFCC\)](#).

Certified Working Chefs: <http://www.ccicc.ca/cwc%20overview.pdf>

Certified Chef de Cuisine: http://www.ccicc.ca/Certified_Chef_de_Cuisine_CCC.html

Certified Master Chef: The CMC professional designation is the newest Certification under the CCI and also the highest attainable in Canada. This program requires a minimum 2 year commitment, with a maximum allowance of 4 years to complete all components.

http://www.ccicc.ca/Certified_Master_Chef_CMC.html

Certified Tourism Professional offers national certification to line cooks.

Key Research Findings

http://emerit.ca/en/products/all_products/line_cook

Red Seal Certification provides Interprovincial Standards for Cooks.

<http://www.red-seal.ca/tr.1d.2@-eng.jsp?tid=54>

Professional Associations:

[American Culinary Federation](#)

[Canadian Association of Foodservice Professionals](#)

[Canadian Culinary Federation](#)

[Canadian Institute of Food Science and Technology](#)

[Canadian Restaurant and Foodservice Association](#)

[Canadian Tourism Human Resource Council](#)

[Hotel Association of Canada](#)

[International Association of Culinary Professionals](#)

[Ontario Tourism Education Council](#)

[World Association of Chefs Societies](#)

Employment Requirements

Employment requirements are prerequisites generally needed to enter an occupation.

- Completion of secondary school is usually required.
- Completion of a three-year apprenticeship program for cooks
or
Completion of college or other program in cooking
or
Several years of commercial cooking experience are required.
- Trade certification is available but voluntary in all provinces and Territories.
- Interprovincial trade certification (Red Seal) is also available to qualified cooks.

Skills Requirements

There are often specific abilities, aptitudes and knowledge that are prerequisites to obtain employment in an occupation.

Most employers who advertise are looking for workers who have the following experience and skills:

Experience:

0-2 years

Specific Skills:

Clean kitchen and work areas. Work with minimal supervision. Prepare and cook individual dishes and foods. Ensure quality of food and determine size of food proportions.

<http://www.workingincanada.gc.ca/report->

[eng.do?area=8792&lang=eng&noc=6242&action=final®ionKeyword=Peterborough%2C+Ontario&s=5&source=0&titleKeyword=cook#report_tabs_container2](http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=6242&action=final®ionKeyword=Peterborough%2C+Ontario&s=5&source=0&titleKeyword=cook#report_tabs_container2)

Educational Programs Leading to this Occupation

Provincial Training Information - **Ontario**

Key Research Findings

Trade certification is available and voluntary for cooks in Ontario. More information on apprenticeship and certification can be found on the Ministry of Training, Colleges and Universities Web site at <http://www.tcu.gov.on.ca/> under Apprenticeship. Certified journeypersons in this trade can also obtain a Red Seal endorsement if they successfully complete an interprovincial standard Red Seal examination. (<http://www.red-seal.ca/>).

Source: http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=6242&action=final&ln=p®ionKeyword=Peterborough%2C+Ontario&s=4&source=2&titleKeyword=cook#training_opps

Employment in this area may require a combination of education, experience or other attributes. Completion of secondary school is usually required. Completion of an apprenticeship program for cooks or completion of college or other program in cooking or several years of commercial cooking experience are required. Trade certification is available in most provinces. Interprovincial trade certification (Red Seal) is also available to qualified cooks.

Certification for the cook's trade is available in Ontario but it is not a compulsory work requirement. Certification, however, does indicate a certain level of achievement and is required by some employers.

Source: http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/6242_e.pdf

Educational Competitors

Individual Community College/Institute Information

(Click on Program Title to view college program page)

15 Ontario Community Colleges currently offer this program including Fleming. Fleming is the only college calling the program Chef Training. Others are referring to it as Culinary Skills or Culinary Skills-Chef Training. A few other colleges are also offering some different one year certificate programs and Fanshawe is offering a one year college graduate certificate program.

Algonquin

[Culinary Skills – Chef Training](#) Ontario College Certificate

- Starting Fall 2012: This is a Mobile Learning Program. As a student in this program you will require a mobile computing device, for example a laptop or tablet computer.

[Culinary Skills – Chef Training](#) Full Time online program Ontario College Certificate

- This program combines online classes with a practical in-kitchen component to teach students to become trained chefs for the food and beverage industry. It's also a mobile learning program.

[Baking and Pastry Arts](#) Ontario College Certificate

Boreal

[Arts culinaires – cuisinier](#) Ontario College Certificate

Canadore

[Culinary Skills](#) – Chef Ontario College Certificate

Centennial

[Baking- commercial bakeries](#) Ontario College Certificate

Key Research Findings

Conestoga

[Culinary Skills – Chef Training](#) Ontario College Certificate
Co-op program

[Culinary Fundamentals](#) Ontario College Certificate

- 1 semester (15 weeks) Also available part time
- Closed course May 2012 but states Open for May 2013

Durham

[Culinary Skills](#) Ontario College Certificate

Fanshawe

[Culinary Skills – Chef Training](#) Ontario College Certificate

[Artisanal Culinary Arts](#) Ontario College Graduate Certificate

- This program will create chefs that have demonstrated a competence in traditional food preparation such as preserving, artisanal baking, and butchery. Students will acquire an expertise in the use of local/sustainable products to create advanced dishes, menus, and recipes

Fleming

[Chef Training](#) Ontario College Certificate

George Brown

[Culinary Skills – Chef Training Program](#) Ontario College Certificate

[Baking – Pre-employment](#) Ontario College Certificate

[Culinary Arts – Italian](#) Ontario College Graduate Certificate

- 3 semesters. Includes an internship in Italy

Georgian

[Culinary Skills – Chef Training](#) Ontario College Certificate

Humber

[Culinary Skills](#) (formerly Chef training) Ontario College Certificate

- Fast track program available with January intake

La Cite

[Arts Culinaires](#) Ontario College Certificate

Loyalist

[Culinary Skills – Chef Training](#) Ontario College Certificate

Niagara

[Culinary Skills – Chef Training](#) Ontario College Certificate

<http://www.niagaracollege.ca/content/Programs/Apprenticeships/CookApprenticeship.aspx>

Apprenticeship

Key Research Findings

Sault

[Culinary Skills – Chef Training](#) Ontario College Certificate

St Lawrence

[Culinary Skills – Chef Training](#) Ontario College Certificate

Institution	APS #	Approved Program Name	MTCU Code	Program Weight	Funding Unit	Degree Factor
ALGONQUIN	1033	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
BOREAL	1137	Arts culinaires - cuisinier	43107	1.30	1.30	1.00
CANADORE	1104	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
CONESTOGA	1129	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
DURHAM	1186	Culinary Skills	43107	1.30	1.30	1.00
FANSHAWE	1242	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
GEORIAN	1183	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
GEORGE BROWN	1077	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
HUMBER	1164	Culinary Skills	43107	1.30	1.30	1.00
LA CITE	1112	Arts Culinaires	43107	1.30	1.30	1.00
LOYALIST	1115	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
NIAGARA	1096	Culinary Skills	43107	1.30	1.30	1.00
NIAGARA	1183	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
SAULT	1009	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
ST. LAWRENCE	1176	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
SSFL	1205	Culinary Skills - Chef Training	43107	1.30	1.30	1.00
ST. CLAIR	1152	Culinary Skills - Chef Training	43107	1.30	1.30	1.00

Employment Postings:

On May 28, 2012, there were 12 jobs listed locally in the JobBank and 487 job opportunities across the province.

Source: jobbank.gc.ca

Job Number: 6458372

Title: Short order cook (Temporary Full Time) ([NOC: 6242](#))

Key Research Findings

Terms of Employment: Permanent, Part Time leading Full Time, Weekend, Day, Evening

Salary: \$10.50 to \$11.00 Hourly for 30 hours per week

Anticipated Start Date: As soon as possible

Location: Delta Bingo Peterborough, Ontario (2 vacancies)

Skill Requirements:

Education: Some high school

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Cook Categories: Cook (general)

Work Setting: Restaurant

Cuisine Specialties: Canadian

Food Preparation Specializations: Eggs and dairy, Cold kitchen (salads, appetizers, sandwiches)

Types of Meals/Food Prepared: Short orders, Breakfasts, Lunches, Dinners, Buffet, Full course meals

Specific Skills: Prepare and cook full course meals, Prepare and cook individual dishes and foods, Ensure quality of food and determine size of food proportions, Work with minimal supervision, Inspect kitchens and food service areas, Maintain inventory and records of food, supplies and equipment, Work with specialized cooking equipment (deep fryer, etc.), Clean kitchen and work areas, Wash dishes, Organize and manage buffets and banquets

Transportation/Travel Information: Public transportation is available

Security and Safety: Bondable, Criminal record check

Essential Skills: Reading text, Numeracy, Oral communication, Working with others, Problem solving, Decision making, Job task planning and organizing

Employer: Boardwalk Gaming Centre Barrie

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By Mail:

1019 Clonsilla Ave Peterborough, Ontario K9J 5Y2

In Person between 10:00 and 17:00:

1019 Clonsilla Ave

Peterborough, Ontario

K9J 5Y2

Web Site: <http://www.boardwalkgaming.com>

Key Research Findings

Advertised until: 2012/06/14

Job Number: 6453777

Title: Restaurant cook (For Line work & Home cooking) ([NOC: 6242](#))

Terms of Employment: Seasonal, Part Time leading Full Time, Shift, Weekend, Day, Evening

Salary: \$12.00 to \$14.00 Hourly for 30 hours per week, Bonus, Gratuities

Anticipated Start Date: 2012/06/03

Location: Bewdley, Ontario, Ontario (2 vacancies)

Skill Requirements:

Education: Completion of high school, Some college/CEGEP/vocational or technical training

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: 5 years or more

Languages: Speak English, Read English, Write English

Cook Categories: Cook (general), Short order cook, Line cook

Work Setting: Restaurant

Cuisine Specialties: Canadian

Food Preparation Specializations: Stocks, soups and sauces, Eggs and dairy, Cold kitchen (salads, appetizers, sandwiches), Vegetables, fruits, nuts and mushrooms, Meat, Poultry, Pasta, Fish, Seafood

Types of Meals/Food Prepared: Short orders, Breakfasts, Lunches, Dinners, Buffet, All meals

Specific Skills: Prepare and cook individual dishes and foods, Work with minimal supervision, Work with specialized cooking equipment (deep fryer, etc.), Clean kitchen and work areas, Wash dishes

Work Location Information: Rural community

Transportation/Travel Information: Own transportation

Security and Safety: Bondable, Criminal record check

Essential Skills: Reading text, Writing, Oral communication, Working with others, Problem solving, Decision making, Job task planning and organizing, Significant use of memory

Employer: Rhino's Roadhouse

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

In Person between 9:00 and 17:00:

Key Research Findings

5078 Rice Lake Dr.

Bewdley, Ontario

KOL 1E0

By Phone: between 9:00 and 17:00: (905) 797-2744

By E-mail: rhino@airnet.ca

Online: <http://www.rhinosroadhouse.com>

Web Site: <http://www.rhinosroadhouse.com>

Advertised until: 2012/06/15

Job Number: 6450225

Title: Breakfast cook (for restaurant on busy resort) (NOC: 6242)

Terms of Employment: Seasonal, Full Time, Weekend, Day, Evening

Salary: \$12.00 Hourly for 40 hours per week, Bonus

Anticipated Start Date: As soon as possible

Location: Roseneath, Ontario (2 vacancies)

Skill Requirements:

Education: Completion of high school

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: 7 months to less than 1 year

Languages: Speak English, Read English, Write English

Cook Categories: Cook (general), Short order cook

Work Setting: Resort

Food Preparation Specializations: Bakery goods and desserts, Stocks, soups and sauces, Eggs and dairy, Cold kitchen (salads, appetizers, sandwiches), Meat, Poultry, Pasta, Fish, Seafood, Pizza

Types of Meals/Food Prepared: Short orders, Breakfasts, Lunches, Dinners, Full course meals

Specific Skills: Prepare and cook full course meals, Prepare and cook individual dishes and foods, Prepare and cook special meals for patients as instructed by dietitian or chef, Ensure quality of food and determine size of food proportions, Work with minimal supervision, Prepare dishes for customers with food allergies or intolerances, Inspect kitchens and food service areas, Clean kitchen and work areas, Wash dishes

Work Location Information: Staff accommodation provided, Rural community

Transportation/Travel Information: Own transportation

Security and Safety: Criminal record check

Essential Skills: Reading text, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making

Key Research Findings

Employer: Golden Beach Resort

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

Contact Name: Olga Chernuck

By E-mail: olga@goldenbeachresort.com

Web Site: <http://www.goldenbeachresort.com>

Advertised until: 2012/06/10

Job Number: 6437566

Title: Cook ([NOC: 6242](#))

Terms of Employment: Permanent, Full Time, Weekend, Day

Salary: \$10.25 to \$11.00 Hourly for 40 hours per week

Anticipated Start Date: As soon as possible

Location: Peterborough, Ontario (1 vacancy)

Skill Requirements:

Education: Not applicable

Credentials (certificates, licences, memberships, courses, etc.): Food Safe Certificate

Experience: Experience an asset

Languages: Speak English, Read English, Write English

Cook Categories: First cook

Work Setting: Restaurant

Cuisine Specialties: Canadian

Food Preparation Specializations: Bakery goods and desserts, Stocks, soups and sauces, Eggs and dairy, Cold kitchen (salads, appetizers, sandwiches), Vegetables, fruits, nuts and mushrooms, Meat, Poultry

Types of Meals/Food Prepared: Breakfasts, Lunches

Specific Skills: Prepare and cook individual dishes and foods, Ensure quality of food and determine size of food proportions, Work with minimal supervision, Train staff in preparation, cooking and handling of food, Supervise kitchen staff and helpers, Work with specialized cooking equipment (deep fryer, etc.), Clean kitchen and work areas

Work Location Information: Urban area

Transportation/Travel Information: Own transportation

Key Research Findings

Essential Skills: Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory

Employer: Brookdale Cafe

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

In Person between 8:00 and 15:00:

833 Chemong Road
Peterborough, Ontario
K9H 5Z5

Advertised until: 2012/06/04

Job Number: 6424765

Title: Kitchen helper (COOK) ([NOC: 6641](#))

Terms of Employment: Permanent, Part Time leading Full Time, Shift, Weekend, Day, Night, Evening

Salary: \$10.25 Hourly for 25 hours per week, Gratuities

Anticipated Start Date: As soon as possible

Location: Peterborough, Ontario (3 vacancies)

Skill Requirements:

Education: Not required

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: Experience an asset

Languages: Speak English, Write English

Type of Equipment: Deep fryer, Grill

Work Setting: Restaurant

Counter Attendant and Food Preparer Skills: Prepare, heat and finish simple food items, Use manual and electrical appliances to clean, peel, slice and trim foodstuffs, Portion and wrap foods, Package take-out food

Kitchen Helping Skills: Wash, peel and cut vegetables and fruit, Clean and sanitize kitchen including work surfaces, cupboards, storage areas, appliances and equipment, Receive, unpack and store supplies in refrigerators, freezers, cupboards and other storage areas, Remove kitchen garbage and trash, Handle and store cleaning products, Sweep and mop floors

Weight Handling: Up to 9 kg (20 lbs)

Transportation/Travel Information: Own transportation, Public transportation is available

Employer: Dalex Venture Inc. o/a Boston Pizza Ajax

Key Research Findings

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

By E-mail: peterboroughbostonpizza@bellnet.ca

Advertised until: 2012/05/28

Job Number: 6437809

Title: Breakfast cook ([NOC: 6242](#))

Terms of Employment: Permanent, Full Time

Salary: \$11.00 Hourly for 32 hours per week

Anticipated Start Date: As soon as possible

Location: Lindsay, Ontario (1 vacancy)

Skill Requirements:

Education: Not applicable

Credentials (certificates, licences, memberships, courses, etc.): Not applicable

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Types of Meals/Food Prepared: Breakfasts, Lunches, Dinners

Employer: Neabors Family Restaurant

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

In Person between 9:00 and 17:00:

401 Kent St. W.

Lindsay, Ontario

K9V 4Z1

Advertised until: 2012/06/04

Job Number: 6441028

Title: Cook ([NOC: 6242](#))

Terms of Employment: Permanent, Full Time, Day

Salary: \$11.15 Hourly for 40 hours per week

Anticipated Start Date: As soon as possible

Location: Cobourg, Ontario (1 vacancy)

Skill Requirements:

Education: Completion of college/CEGEP/vocational or technical training

Credentials (certificates, licences, memberships, courses, etc.): Red Seal Certificate

Experience: 3 years to less than 5 years

Key Research Findings

Languages: Read English

Specific Skills: Prepare and cook full course meals, Prepare and cook individual dishes and foods, Prepare and cook special meals for patients as instructed by dietitian or chef, Plan menus, Ensure quality of food and determine size of food proportions, Work with minimal supervision, Prepare dishes for customers with food allergies or intolerances, Estimate food requirements and costs, Inspect kitchens and food service areas, Train staff in preparation, cooking and handling of food, Order supplies and equipment, Supervise kitchen staff and helpers, Maintain inventory and records of food, supplies and equipment, Clean kitchen and work areas, Schedule staff, Organize and manage buffets and banquets, Manage kitchen operations

Other Languages: Mandarin

Employer: Sunrise Tourist Trailer Park

How to Apply:

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

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