

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

Culinary Management (53107)

Student Demand¹

• MODERATE

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**

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															
	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	
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

Restaurant and Food Service Managers (NOC – 0631)

- Employment Ontario Rating (2009-2013):
 - **Average**
- Education/Training
 - “A high school diploma is generally required plus several years of experience in the food service industry. Many restaurant and food service managers are promoted up through the ranks, beginning as front-line workers and assuming greater responsibilities such as supervision.”
 - “Completion of a college diploma in hospitality, tourism, hotel management, or other related program may be required for management positions in hotels, large food service organizations, and franchises.”
 - “Management trainee programs may be available. Smart Serve and food safety or food handling certifications may be required. Computer proficiency is generally required.”
 - “Restaurant and food service managers require strong leadership skills, motivational capability, strong communications and people skills, and good organizational skills. “
- Demand
 - “Demand for these managers is largely dependent on consumer spending and the overall state of the economy. Growth in the population of elderly people will result in a growing demand for food service manager jobs in nursing and residential care facilities and supportive care services.”
 - “Mangers are usually hired from within the establishment through the promotion of existing staff. Use of computerized ordering systems and inventory control systems will continue to increase. Managers will need to be familiar with these systems. Also, employers are stressing the need for teamwork, communication, planning and organizing skills.”

² "0631 Restaurant and Food Service Managers." *Employment Ontario*. N.p., n.d. Web. 22 June 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/0631_e.pdf>.

Key Research Findings

HRSDC³

Restaurant and Food Service Managers (NOC – 0631)

- Job Openings (2011/2020): **82,018**
- Job Seekers(2011/2020): **80,352**
- Post Secondary Education Graduates: **27,477**
- “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 **Managers In Food Service And Accommodation**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **82,018** and **80,352** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.”
- “Based on projections and considering that labour supply and demand in this occupation were balanced, the number of job seekers will remain sufficient to fill the job openings over the 2011-2020 period. The majority of job openings will arise from retirements. The retirement rate for this occupation will be similar to the average for all occupations. Workers in this occupation are older than the average but they retire later than workers in other occupations. Expansion demand in this occupation will be appreciable and will continue to follow the upward trend that began years ago. Aside from a drop during the 2008-2009 recession, employment in this occupation has been growing for over 20 years, increasing on par with the restaurant and accommodation service industry. With regard to labour supply, job seekers will come from both the school system and other occupations. The workers who come from other occupations will be mainly workers from the restaurant or accommodation service industry who have acquired solid experience in the field.”

US Bureau of Labour⁴

Food Service Managers (SOC – 11-9051)

- Employment Growth (2010/2020): **Decline -3%**
 - **320,600** (2010) to **310,000** (2020)
- “Employment of food service managers is expected to decline 3 percent from 2010 to 2020, as the number of eating and drinking establishments opening is expected to decline from the previous decade. Despite these reductions, new employment opportunities for food service managers will emerge in grocery stores and other retail and recreation industries to meet the growing demand for quick food in a variety of settings.”
- “Job opportunities for food service managers are expected to be highly competitive. Most openings will result from the need to replace managers who retire or transfer to other occupations.”

³ "Managers In Food Service And Accommodation (063)." *Human Resources and Skills Development Canada*. N.p., 1 June 2012. Web. 1 June 2012. <<http://www23.hrsdc.gc.ca/4cc.5p.1t.3onsummaryd.2tail@-eng.jsp?tid=11>>.

⁴ Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Food Service Managers, Web. <http://www.bls.gov/ooh/management/food-service-managers.htm#tab-6>, June 01, 2012.

Key Research Findings

- “Although practical experience is an integral part of becoming a food service manager, applicants with a degree in hospitality or restaurant or institutional food service management should have an edge when competing for jobs at upscale restaurants.”

Employment Ontario⁵

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.”

⁵“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

HRSDC⁶

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 Labour⁷

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.”

⁶ "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>>.

⁷ 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 Reports⁸

- [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”⁹

⁸ "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://cthrcc.ca/en/resource_centre/~media/Files/CTHRC/Home/research_publications/labour_market_information/Supply_Demand/SupplyDemand_2010_%20ReportEN.ashx>.

⁹ "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 Profile¹⁰

In 2010-2011, **54.9%** 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.

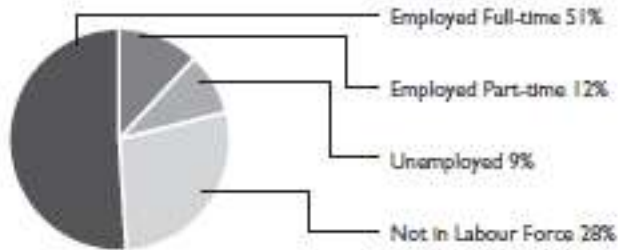
¹⁰ "Employment Profile." Ontario. N.p., 2011. Web. 19 July 2012.

<<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%

Key Research Findings

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

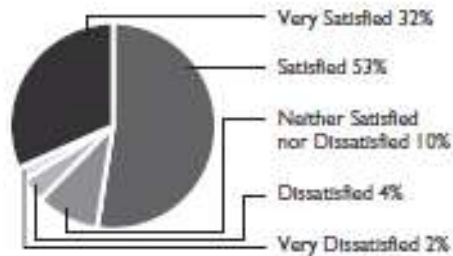
* Does not include 2 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Culinary Arts

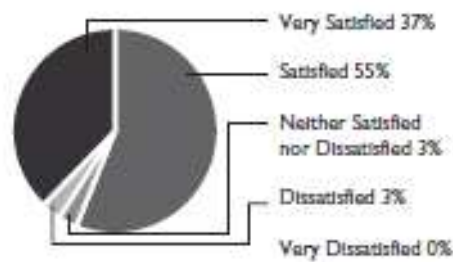
Program Cluster Satisfaction

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 Canada¹¹

Restaurant and Food Service Managers (NOC – 0631)

- Ontario Rating: **Limited**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	10.65	15.00	31.25
Hamilton--Niagara Peninsula Region	N/A	N/A	N/A
Kingston - Pembroke Region	10.65	15.00	31.25
Kitchener--Waterloo--Barrie Region	10.75	15.00	25.00
London Region	10.65	15.00	31.25
Muskoka-Kawarths Region	10.65	15.00	31.25
Northeast Region	10.65	15.00	31.25
Northwest Region	10.65	15.00	31.25
Ottawa Region	10.65	15.00	31.25
Stratford--Bruce Peninsula Region	10.65	15.00	31.25
Toronto Region	10.25	15.00	30.59
Windsor-Sarnia Region	10.65	15.00	31.25

Working in Canada¹²

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-Kawarths Region	Fair
Northeast Region	Fair
Northwest Region	Fair
Ottawa Region	Fair
Stratford--Bruce Peninsula Region	Fair
Toronto Region	Good
Windsor-Sarnia Region	Fair

¹¹ "Restaurant and Food Service Managers." *Working in Canada*. N.p., 23 May 2012. Web. 1 June 2012.

<<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=0631&area=8792&titleKeyword=restaurant+manager@ionKeyword=Peterborough,+Ontario&source=1&action=final>>.

¹² "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

- **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-Kawartha 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

Competitive Analysis¹³

- **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)**

¹³ 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

• **WEAK**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 19.5%
- Program Weight: 1.30
- Funding Unit: 2.20

Key Performance Indicators

• **WEAK**

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

KPI1-Graduation Rate	-12% below system
KPI2-Working	-1% below system
KPI3-Working Related	-7% below system
KPI4-Grad. Satisfaction	-3% below system
KPI8-Student Satisfaction-Learning	Even with system
KPI9-Student Satisfaction- Teachers	+1% above system
KPI11-Grad. Satisfaction-Program	-3% below system

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)**

Key Research Findings

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:

I've included two NOC codes in this profession, one for restaurant managers and one for cooks because both of these careers are listed under Fleming's Culinary Management Program.

NOC 0631: Restaurant and Food Service Managers

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=0631&area=8792&titleKeyword=restaurant+manager®ionKeyword=Peterborough,+Ontario&source=1&action=final>

Restaurant and food service managers perform some or all of the following duties:

- Plan, organize, direct, control and evaluate the operations of a restaurant, bar, cafeteria or other food or beverage service
- Determine type of services to be offered and implement operational procedures
- Recruit staff and oversee staff training
- Set staff work schedules and monitor staff performance
- Control inventory, monitor revenues and modify procedures and prices
- Resolve customer complaints and ensure health and safety regulations are followed
- Negotiate arrangements with suppliers for food and other supplies
- Negotiate arrangements with clients for catering or use of facilities for banquets or receptions.

Common Job Titles:

- assistant manager
- restaurant, banquet manager
- bar manager
- cafeteria manager
- catering service manager
- dining room manager
- food services manager
- hotel food and beverage service manager
- restaurant manager
- restaurateur – food services

Typical Employers:

- restaurants
- bars
- cafeterias and other food and beverage services
- food and beverage service establishments
- self-employed

Key Research Findings

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
- aboard ships and at construction and logging campsites

Apprentice cooks are included in this unit group

Labour Market

NOC 0631: Restaurant and Food Service Managers

Working in Canada

1. Employment potential for the Kawartha Region is Limited.

Key Research Findings

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=0631&area=8792&titleKeyword=restaurant+manager®ionKeyword=Peterborough,+Ontario&source=1&action=final>

HRSDC

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

Occupations in this group	Restaurant and Food Service Managers (0631), Accommodation Service Managers (0632)
Employment (non-student) in 2010	168,535
Median Age of workers in 2010	44.5
Average Retirement in 2010	64

3. For **Managers In Food Service And Accommodation**, over the 2011-2020 period, job openings (arising from expansion demand and replacement demand) are expected to total **82,000** and **80,352** job seekers (arising from school leavers, immigration and mobility) are expected to be available to fill the job openings.

4. Over the 2008-2010 period, this occupation experienced a drop in employment while the unemployment rate increased.

5. According to Employment Ontario the Opportunities for employment in this occupation are expected to be average over the period from 2009 to 2013.

6. According to Employment Ontario (Estimates 2006), 34% of workers in this group were self-employed and 89% Full-Time

7. Local wage for Muskoka/Kawartha Region 2010:

Low: \$10.65 Average: \$15.00 High: \$31.25

http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=0631&action=final®ionKeyword=Peterborough%2C+Ontario&source=1&titleKeyword=restaurant+manager#report_tabs_container2

NOC 6242: Cooks

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

Key Research Findings

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/oco/ocos211.htm#outlook>

NOC 0631: Restaurant and Food Service Managers

Job Outlook

Employment Change. Employment of food service managers is expected to decline 3 percent from 2010 to 2020, as the number of eating and drinking establishments opening is expected to decline from the previous decade. Despite these reductions, new employment opportunities for food service managers will emerge in grocery stores and other retail and recreation industries to meet the growing demand for quick food in a variety of settings.

Job Prospects. Job opportunities for food service managers are expected to be highly competitive. Most openings will result from the need to replace managers who retire or transfer to other occupations. Although practical experience is an integral part of becoming a food service manager, applicants with a degree in hospitality or restaurant or institutional food service management should have an edge when competing for jobs at upscale restaurants.

NOC 6242: Cooks

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:

NOC 0631: Restaurant and Food Service Managers

This occupation does **not** require certification in **Ontario or any province in Canada.**

NOC 6242: Cooks

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://cthr.ca/en/~media/Files/CTHRC/Home/research_publications/credential_recognition/program_comparison_articulation_reciprocity/Final%20Report%20Cooks%20Mapping%20May%202008.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

Key Research Findings

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.

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:

NOC 0631: Restaurant and Food Service Managers

NOC 6242: Cooks

[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

NOC 0631: Restaurant and Food Service Managers

Employment requirements are prerequisites generally needed to enter an occupation.

- Completion of a college or other program related to hospitality or food and beverage service management is usually required.
- Several years of experience in the food service sector, including supervisory experience, are required

Provincial Training Information - Ontario

Employers often seek workers who bring with them an established level of knowledge and experience of the industry and/or occupation. However, when workers are promoted from within, some 'on the job' training is common.

Educational Programs Leading to this Occupation

A high school diploma is generally required plus several years of experience in the food service industry. Many restaurant and food service managers are promoted up through the ranks, beginning as front-line workers and assuming greater responsibilities such as supervision. Completion of a college diploma in hospitality, tourism, hotel management, or other related program may be required for management positions in hotels, large food service organizations, and franchises.

Management trainee programs may be available. Smart Serve and food safety or food handling certifications may be required. Computer proficiency is generally required. Restaurant and food service

Key Research Findings

managers require strong leadership skills, motivational capability, strong communications and people skills, and good organizational skills.

Source: http://www.tcu.gov.on.ca/eng/labourmarket/oif/pdf/0631_e.pdf

NOC 6242: Cooks

Provincial Training Information - Ontario

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/oif/pdf/6242_e.pdf

Educational Competitors

Individual Community College/Institute Information

(Click on Program Title to view college program page)

At least 15 community colleges offer Culinary Management programs. There are also several variations. This list includes highlights of unique program characteristics.

Algonquin

[Culinary Management](#) College Diploma

- Mobile Learning Program

Canadore

[Culinary Management](#) College Diploma

Centennial

[Hospitality Management – Restaurant and Catering](#) College Diploma

Conestoga

[Culinary Management](#) College Diploma

Key Research Findings

- Co-op

Confederation

[Culinary Management](#) College Diploma

Fanshawe

[Culinary Management](#) College Diploma

[Culinary Management](#) College Diploma

- Apprenticeship Program
- Co-op

[Food and Nutrition Management](#) College Diploma

Fleming

[Culinary Management](#) College Diploma

George Brown

[Culinary Management](#) College Diploma

[Culinary Management](#) College Diploma

- **Integrated Learning Program:** Why did George Brown develop this innovative program? We listened to our industry advisors. They told us they wanted to hire people with more real-life kitchen experience so they could be productive members of the team from day one. This is a reality-based program from the get-go.

[Culinary Management – Nutrition](#) College Diploma

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

- 3 semesters. Includes an internship in Italy

Georgian

[Culinary Management](#) College Diploma

- Co-op (one work term)

Humber

[Culinary Management](#) College Diploma

- Fast track option available with January intake

La Cite

[Gestion Culinaire](#) College Diploma

Lambton

[Culinary Management](#) College Diploma

Loyalist

[Culinary Management](#) College Diploma

Key Research Findings

Niagara

[Culinary Innovation and Food Technology](#) Ontario College Advanced Diploma

- 3 year program
- Includes a co-op

[Culinary Management](#) College Diploma

- Co-op

Sault

[Culinary Management](#) College Diploma

St. Clair

[Culinary Management](#) College Diploma

- Fast track available in September, less than one full year to complete 2 year program

St. Lawrence

[Culinary Management](#) College Diploma

[Culinary Management/Cook Co-op Diploma Apprenticeship](#) College Diploma

Institution	APS #	Approved Program Name	MTCU Code	Program Weight	Funding Unit	Degree Factor
ALGONQUIN	1278	Culinary Management	53107	1.30	2.20	2.00
BOREAL	1028	Culinary Management	53107	1.30	2.20	2.00
CANADORE	1074	Culinary Management	53107	1.30	2.20	2.00
CANADORE	1075	Culinary Management (bilingual)	53107	1.30	2.20	2.00
CANADORE	1099	Culinary Arts - Italian	53107	1.30	2.20	2.00
CENTENNIAL	1272	Culinary Management – International	53107	1.30	2.20	2.00
CONFEDERATION	1087	Culinary Management	53107	1.30	2.20	2.00
CONFEDERATION	1167	Culinary Management - Aboriginal	53107	1.30	2.20	2.00
CONESTOGA	1192	Culinary Management	53107	1.30	2.20	2.00
DURHAM	1202	Culinary Management	53107	1.30	2.20	2.00
FANSHAWE	1152	Culinary Management	53107	1.30	2.20	2.00
GEORGIAN	1069	Culinary Management	53107	1.30	2.20	2.00
GEORGE BROWN	1019	Culinary Management	53107	1.30	2.20	2.00

Key Research Findings

GEORGE BROWN	1256	Culinary Management - Nutrition	53107	1.30	2.20	2.00
HUMBER	1110	Culinary Management	53107	1.30	2.20	2.00
LA CITE	1144	Culinary Management	53107	1.30	2.20	2.00
LAMBTON	1069	Culinary Management	53107	1.30	2.20	2.00
LAMBTON	1106	Culinary Management	53107	1.30	2.20	2.00
LOYALIST	1114	Culinary Management	53107	1.30	2.20	2.00
NIAGARA	1113	Culinary Management	53107	1.30	2.20	2.00
SAULT	1172	Culinary Management	53107	1.30	2.20	2.00
ST LAWERENCE	1177	Culinary Management	53107	1.30	2.20	2.00
SSFL	1168	Culinary Management	53107	1.30	2.20	2.00
ST CLAIR	1119	Culinary Management	53107	1.30	2.20	2.00

Employment Postings

On May 30, 2012, I searched restaurant manager in the JobBank and there were no jobs listed locally. There were 20 jobs provincially.

Source: jobbank.gc.ca

Job Number: 6464936

Title: Restaurant manager (Floor Supervisor) (**NOC: 0631**)

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

Salary: \$13.00 Hourly for 40 hours per week, Medical Benefits, Group Insurance Benefits

Anticipated Start Date: As soon as possible

Location: Niagara Falls, Ontario (1 vacancy)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Smart Serve, Workplace Hazardous Materials Information System (WHMIS) Certificate

Experience: 3 years to less than 5 years

Languages: Speak English, Read English, Write English

Business Equipment and Computer Applications: Micros

Ability to Supervise: More than 20 people

Budgetary Responsibility: 0 - \$100,000

Key Research Findings

Work Setting: Restaurant, Hotel

Specific Skills: Plan, organize, direct, control and evaluate daily operations, Determine type of services to be offered, Respond to customer complaints, Ensure health and safety regulations are followed, Enforce provincial/territorial liquor legislation and regulations, Set staff work schedules and monitor staff performance, Recruit and hire staff, Train staff, Conduct performance reviews, Supervise staff, Customer service oriented

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Tight deadlines, Repetitive tasks, Attention to detail, Combination of sitting, standing, walking, Standing for extended periods, Walking

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: Keg Steakhouse and Bar - Fallsview

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:

6700 Fallsview Blvd.

Niagara Falls, Ontario

L2G 3W6

By Fax: (905) 374-5169

By E-mail: hr@fallsviewrestaurant.com

Advertised until: 2012/06/19

Job Number: 6463479

Title: Fast food restaurant manager ([NOC: 0631](#))

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

Salary: \$25,000.00 to \$30,000.00 Yearly for 40 hours per week, Bonus, Other Benefits

Anticipated Start Date: As soon as possible

Location: Uxbridge, Ontario (1 vacancy)

Skill Requirements:

Education: Completion of high school

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

Experience: Experience an asset

Languages: Speak English, Read English, Write English

Type of Bookkeeping and Accounting Experience: Record keeping, Cashiering

Key Research Findings

Business Equipment and Computer Applications: Cash register, Point-of-sale system, Word processing software, Spreadsheet software, Database software, General office equipment, Internet browser

Ability to Supervise: 10 people or less

Budgetary Responsibility: 0 - \$100,000

Work Setting: Restaurant

Specific Skills: Plan, organize, direct, control and evaluate daily operations, Balance cash and complete balance sheets, cash reports, reconciliation and related forms, Control inventory, Respond to customer complaints, Ensure health and safety regulations are followed, Participate in marketing plans and implementation, Set staff work schedules and monitor staff performance, Train staff, Supervise staff

Work Site Environment: Non-smoking, Air conditioned

Security and Safety: Driving record check (abstract)

Work Conditions and Physical Capabilities: Fast-paced environment, Attention to detail, Combination of sitting, standing, walking, Standing for extended periods

Transportation/Travel Information: Valid driver's licence, Own vehicle, Willing to travel

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: A&W Restaurant Uxbridge

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: aw.uxbridge@gmail.com

Web Site: <http://www.aw.ca>

Advertised until: 2012/06/18

Job Number: 6463509

Title: Fast food restaurant manager (Shift Supervisor) ([NOC: 0631](#))

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

Salary: \$11.25 to \$13.00 Hourly for 40 hours per week, Bonus, Other Benefits

Anticipated Start Date: As soon as possible

Location: Leamington, Ontario (2 vacancies)

Skill Requirements:

Education: Not applicable, Not required

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

Experience: 2 years to less than 3 years

Key Research Findings

Languages: Speak English, Read English, Write English

Ability to Supervise: 15 people or less

Budgetary Responsibility: 0 - \$100,000

Specific Skills: Plan, organize, direct, control and evaluate daily operations, Implement operational procedures, Balance cash and complete balance sheets, cash reports, reconciliation and related forms, Control inventory, Respond to customer complaints, Ensure health and safety regulations are followed, Train staff, Supervise staff, Customer service oriented

Work Conditions and Physical Capabilities: Fast-paced environment, Standing for extended periods

Transportation/Travel Information: Own transportation

Essential Skills: Oral communication, Working with others, Decision making, Critical thinking, Computer use, Continuous learning

Employer: Affinity Food Group Inc o/a Wendy's Restaurants

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: leamington_gm@affinityfoodgroup.com

Advertised until: 2012/06/18

Job Number: 6426839

Title: Restaurant manager ([NOC: 0631](#))

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

Salary: \$32,000.00 to \$35,000.00 Yearly for 44 hours per week, Other Benefits

Anticipated Start Date: 2012/05/21

Location: Waterloo, Ontario (1 vacancy)

Skill Requirements:

Education: Completion of high school

Credentials (certificates, licences, memberships, courses, etc.): Smart Serve

Experience: No experience

Languages: Speak English, Read English, Write English

Business Equipment and Computer Applications: Point-of-sale system, Spreadsheet software, Internet browser

Ability to Supervise: 10 people or less

Budgetary Responsibility: \$500,001 - \$1,500,000

Key Research Findings

Work Setting: Restaurant

Specific Skills: Plan, organize, direct, control and evaluate daily operations, Implement operational procedures, Balance cash and complete balance sheets, cash reports, reconciliation and related forms, Control inventory, Respond to customer complaints, Ensure health and safety regulations are followed, Enforce provincial/territorial liquor legislation and regulations, Train staff, Supervise staff, Customer service oriented

Work Site Environment: Non-smoking, Air conditioned

Security and Safety: Bondable

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Repetitive tasks, Attention to detail, Standing for extended periods

Transportation/Travel Information: Own transportation

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: King Crab Oyster Bar & Grill

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: brian@kingstreettrio.com

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

Advertised until: 2012/05/31

Job Number: 6467023

Title: Catering service manager (Maternity Leave) ([NOC: 0631](#))

Terms of Employment: Temporary, Full Time, Weekend, Day, Night, Evening

Salary: \$30,000.00 to \$35,000.00 Yearly for 44 hours per week

Anticipated Start Date: 2012/06/01

Location: Hamilton, Ontario (1 vacancy)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Safe food handling certificate, Smart Serve, First Aid Certificate, CPR Certificate, Workplace Hazardous Materials Information System (WHMIS) Certificate, Accounting course

Experience: 3 years to less than 5 years

Languages: Speak English, Read English, Write English

Key Research Findings

Type of Bookkeeping and Accounting Experience: Accounting, Bookkeeping, Record keeping

Business Equipment and Computer Applications: Computerized bookkeeping systems, Point-of-sale system, Word processing software, General office equipment

Ability to Supervise: More than 20 people

Budgetary Responsibility: \$100,001 - \$500,000

Work Setting: Restaurant, Private club, Formal dining room

Specific Skills: Plan, organize, direct, control and evaluate daily operations, Determine type of services to be offered, Implement operational procedures, Balance cash and complete balance sheets, cash reports, reconciliation and related forms, Control inventory, Monitor revenues and modify procedures and prices, Respond to customer complaints, Ensure health and safety regulations are followed, Negotiate arrangements with suppliers for food and other supplies, Negotiate with clients for catering or use of facilities, Develop, implement and analyze budgets, Participate in marketing plans and implementation, Enforce provincial/territorial liquor legislation and regulations, Set staff work schedules and monitor staff performance, Recruit and hire staff, Train staff, Conduct performance reviews, Supervise staff, Cost products and services, Customer service oriented

Work Site Environment: Outdoors, Air conditioned

Security and Safety: Bondable, Basic security clearance

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Tight deadlines, Repetitive tasks, Handling heavy loads, Physically demanding, Attention to detail, Sitting for extended periods, Combination of sitting, standing, walking, Standing for extended periods, Walking

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

Work Location Information: Urban area

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: The University Club of McMaster

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: mercato@mcmaster.ca

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

Advertised until: 2012/06/19

Job Number: 6464998

Title: Executive chef ([NOC: 6241](#))

Key Research Findings

Terms of Employment: Permanent, Full Time

Salary: \$50,000.00 to \$75,000.00 Yearly for 40 hours per week, Bonus

Anticipated Start Date: 2012/05/15

Location: Toronto Centre, Ontario (1 vacancy)

Skill Requirements:

Education: Not applicable

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

Experience: 5 years or more

Languages: Speak English, Read English, Write English

Chef Category: Executive chef

Work Setting: Restaurant, Catering firm

Cuisine Specialties: Italian

Specific Skills: Plan and direct food preparation and cooking activities, Estimate food and labour costs, Instruct cooks in preparation, garnishing and presentation of food and in new cooking techniques, Plan menus, Requisition food and kitchen supplies and equipment, Schedule staff, Recruit and hire staff, Supervise cooks and kitchen staff

Ability to Supervise: 5-10 people, 11-15 people, 16-20 people, Staff in various areas of responsibility

Other Languages: Italian

Employer: 2196927 Ontario Inc.

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: tedwalker_17@hotmail.com

Advertised until: 2012/06/12

Job Number: 6459411

Title: Restaurant host/hostess (Inn Cafe F/T) ([NOC: 6451](#))

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

Salary: \$10.50 to \$11.00 Hourly for 35 hours per week

Anticipated Start Date: As soon as possible

Location: Alliston, Ontario (1 vacancy)

Skill Requirements:

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

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

Experience: 2 years to less than 3 years

Key Research Findings

Languages: Speak English, Read English, Write English

Work Setting: Hotel, Restaurant, Resort

Business Equipment: Electronic cash register, Computerized ordering system

Host/Hostess Specific Skills: Receive customers' reservations and assign tables, Greet and seat customers, Attend to seating arrangements for large groups, Attend to customers with special needs, Assist food and beverage servers when required, Set tables and assist with removal of tableware, Resolve customers' complaints, Answer customers' questions regarding menu items and preparation methods, Provide general information on community services, Receive payments from customers

Other Information: Process payment of all bills. 35 hrs per week. Days, evenings & weekends. Excellent customer service/computer skills/balance cash float are essential. Experience preferred. Mature applicants welcome.

Employer: Nottawasaga Inn 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.

By Fax: (705) 435-5870

By E-mail: hr@nottawasagaresort.com

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

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

Advertised until: 2012/06/09