

Flipping the Script on Burger Flipping

Building Futures, Not Just Jobs



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MYTHS ABOUT THE RESTAURANT INDUSTRY



MYTH # 1

“In the restaurant industry,
all you do is flip burgers.”



POSITIONS IN A RESTAURANT

Baker	Banquet Manager	Bartender	Broiler Cook
Bus Person	Catering Manger	Counter Server	Line Supervisor
Dining Room Manager	Executive Chef	Expediter	Food and Beverage Director
Food Service Director	Fry/Sauté Cook	General Manager	Human Resources Manager
Kitchen Manager	Maître d'hotel	Pantry Cook	Pastry Chef
President/CEO	Public Relations Manager	Server	Soup and Sauce Cook
Sous Chef	Wine Steward	Marketing	Communications
Nutritionist	Dish Washer	Supply Chain Manager	Research & Development



MYTH #2

“The restaurant industry is full of dead-end jobs.”



ADVANCEMENT

- 72% of restaurant/food service employees report receiving on the job training.
- 70% of restaurants/food service establishments report providing training to their employees at a minimum of every few months.
- 41% of salaried workers started off as hourly.
- On average, between 20 - 25% of restaurant job openings were filled by employees being promoted.
- 90% of owner/operators worked their way up from entry level positions.



MYTH #3

“You cannot earn a livable wage in the restaurant industry..”



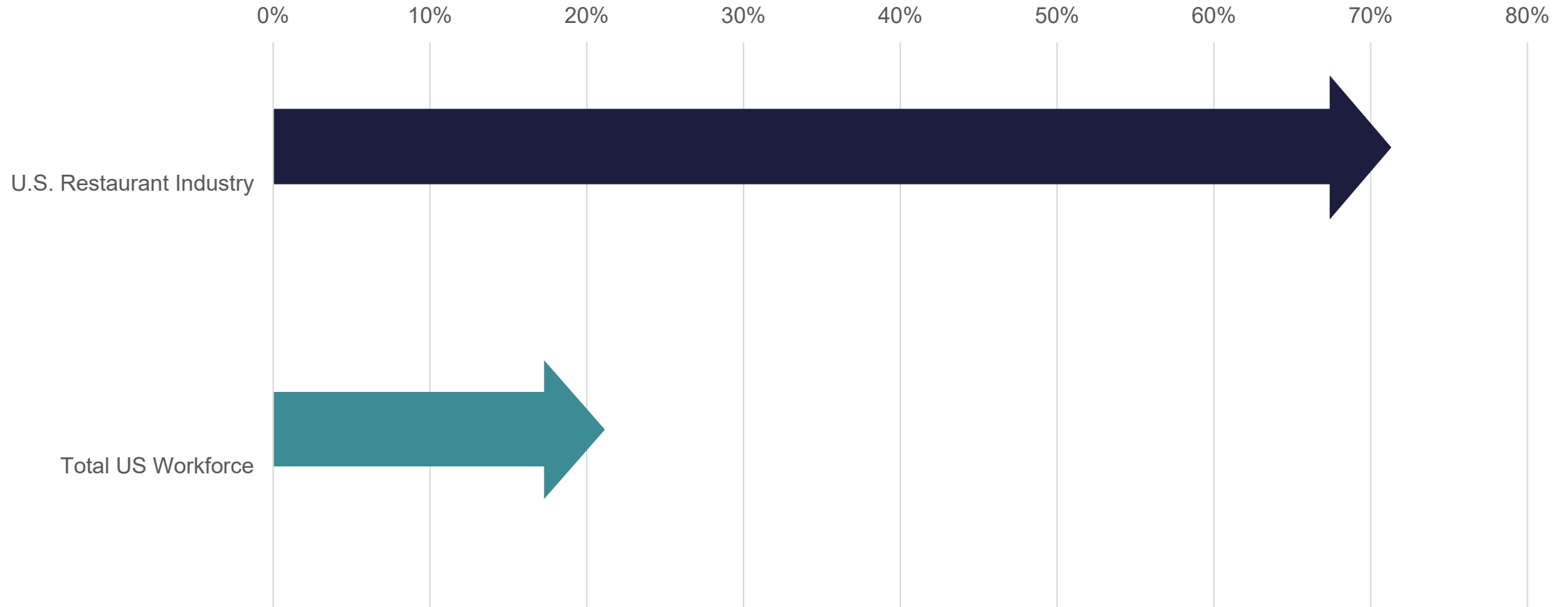
SALARY DATA

	Restaurant Manager	Shift/Crew	Supervisor	Chef / Cook
BLS 2019 reported salary	\$59,820	\$36,960		\$56,310
Reported pay raise last 12 months (%) - hourly	72%	69%		63%
Reported pay raise last 12 months (%) - salary	72%	56%		73%

Years with an employer	Percent earning minimum wage
Less than a year	27
1-2 years	18
2-5 years	12
5-10+ years	5



MIDDLE CLASS JOB GROWTH

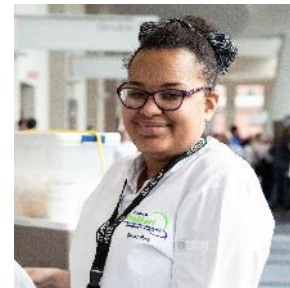
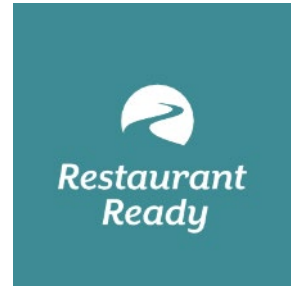


ARE THERE REALLY JOBS OUT THERE?

- 1,576,700 Job Postings in the last year
- 196,745 postings in the last month
- December 2020: 685,000 open jobs



OUR MISSION



National Restaurant Association Educational Foundation (NRAEF) is dedicated to:

- Training,
- Education,
- Financial resources, and
- Career development

Our mission is to Attract, Empower and Advance the industry's next generation of talent.



WE FEED DREAMS + BUILD FUTURES



ATTRACT

people from all
backgrounds
to jobs and careers in
restaurants



EMPOWER

people to explore and
chart their own path
to success



ADVANCE

people across our
industry
and change lives

SECTOR STRATEGIES

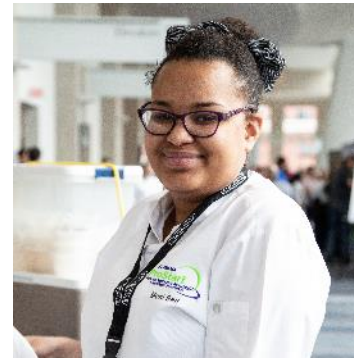
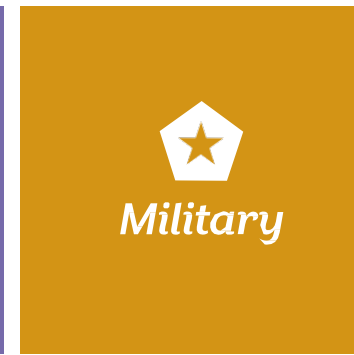
Sector Strategies are partnerships between employers, government, education, training, economic development, labor and community organizations to focus on **workforce needs** of an industry within a regional labor market.

- > They are **industry -driven approaches** that shrink the gap between the demand for and supply of labor.
- > **They align education, training, and related services** with the skills and competencies required by employers.
- > They are **policies and investments** that support the development of local sector partnerships.

INDUSTRY SECTOR PARTNERSHIPS



OUR PURPOSE IS TO CREATE...



OPPORTUNITY

Restaurant Ready

The NRAEF partners with community -based organizations and local hospitality employers

Individuals looking to enter or reenter the workforce

Focuses on six core competencies —first job and life skills

Provides support/case management along with job readiness



USDOL REENTRY GRANT

HOPES

Hospitality Opportunities
for People (Re)Entering
Society – HOPES Program

Creating pathways from the
justice system to jobs in
restaurants and hospitality

Connecting DOCs, CBOs and SRAs

Employment, career
pathways, and support are
the key factors to reducing
recidivism



ProStart

Nationally recognized career and technical education program ; culinary arts and restaurant management

1,500 schools in all 50 states and US Territories

Graduates attain certificate upon completion of two exams and 400 on -the -job hours

Articulation Agreements with Post -Secondary institutions

Written into apprenticeship standards



150,000

HIGH SCHOOLS
ENROLLED ANNUALLY



Apprenticeship

- USDOL registered apprenticeship program

- Partnership with American Hotel and Lodging Association

- Employer based, competency, apprenticeships; Restaurant Manager, Lodging Manager, Line Cook

- Combines on-the-job training with classroom instruction



80%

RETENTION RATE

2,300+

APPRENTICES

Scholarships

More than \$850 K
awarded annually

Post -secondary
education

Professional
development



NPSI Scholarship Recipients



\$850K

Awarded
Annually



Offer advanced training in culinary arts and restaurant management

Celebrating excellence in Military Foodservice

Bringing industry insight and opportunity to the military

Industry shadowing and bridging

Facilitating Veteran hiring

Apprenticeship

Understanding career needs of military spouses and families

Military



250,000

**VETERANS WORKING
IN THE RESTAURANT
INDUSTRY**



WHAT IS OUR OPPORTUNITY TOGETHER?

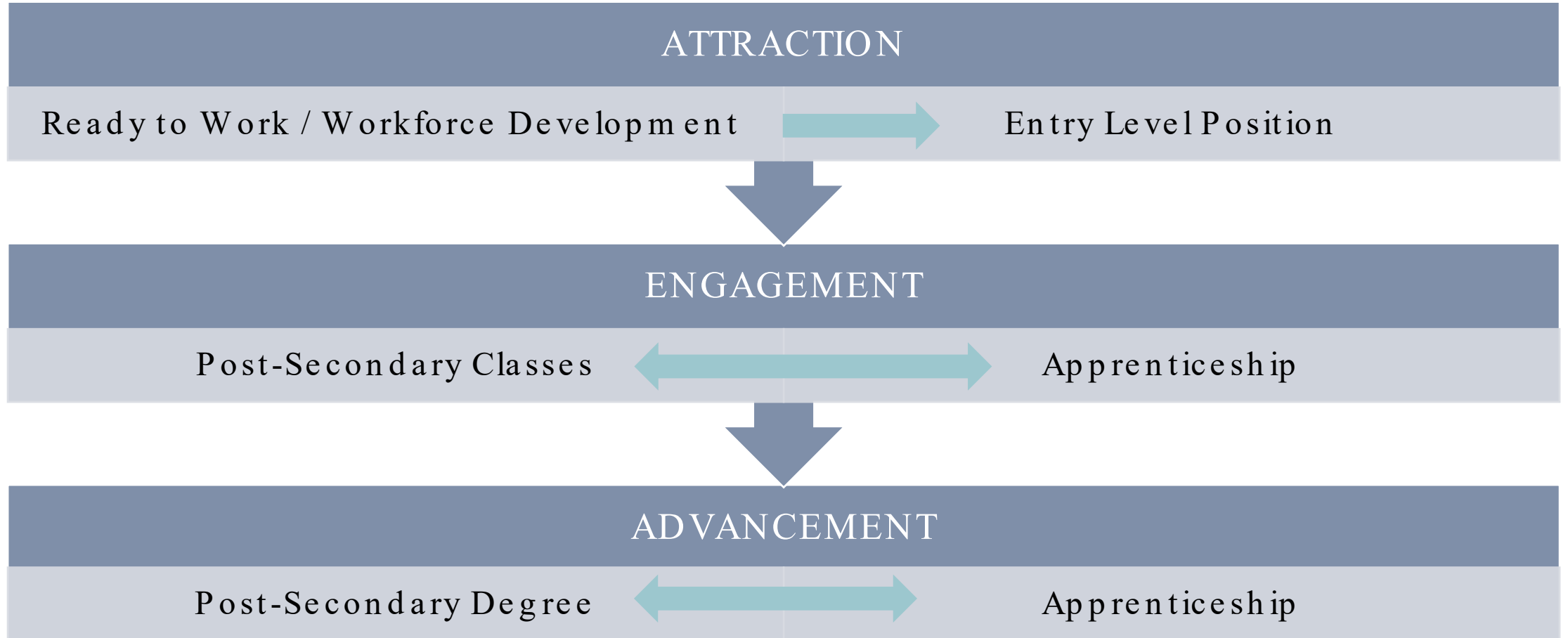
OUR EMPLOYEES ARE STUDENTS

27% of industry employees are students.

83% do not have a post-secondary degree.

Enrolled Education	Manager	Supervisor	Chef/Cook	Wait Staff	Bartender	Crew	Dishwasher
	8%	21%	15%	33%	21%	37%	29%
Of Those Enrolled							
Community College	21%	31%	15%	33%	20%	32%	38%
Four year program	49%	36%	25%	41%	64%	37%	12%

ECO SYSTEM OF COMMUNITY COLLEGES, WORKFORCE DEVELOPMENT, APPRENTICESHIP



OUR PROGRAMS ARE COLLABORATIVES

- Align to Industry Informed Competencies
- Provide classroom training
- Connect to mentorship
- Develop articulation agreements
- Facilitate continued education and degree attainment
- Communicate the opportunities of the industry
- Link programs to employers and employers to apprenticeship

Q & A

