

FOOD SERVICE

Career Ladder

LEARN ABOUT THE FOOD SERVICE CAREER PATH

Advance your skills and learn what it takes to move up the Food Service Career Ladder!

Each career level contains information about hourly wages, job descriptions, main job duties, examples of job titles, general skills, and links to educational courses and training opportunities.

If you have further questions about local labour market information, email helpdesk@wdb.ca or visit wdb.ca.

*** Many other career paths branch out from apprenticeship within the food service industry.**

WHAT YOU DO:

Learn on-the-job and in school while earning an hourly wage.

APPRENTICESHIP

\$

HOURLY WAGES

→

LOW

\$15.50

MEDIAN

\$21.00

HIGH

\$25.00

SKILLS

TECHNICAL SKILLS

JUDGEMENT

CREATIVITY

EDUCATION & TRAINING RESOURCES

MINISTRY OF LABOUR, TRAINING AND SKILLS DEVELOPMENT

• [Apprenticeship in Ontario](#)

SKILLED TRADES ONTARIO

• [Starting an Apprenticeship](#)

FLEMING COLLEGE

• [Apprenticeship Programs](#)

ONTARIO YOUTH APPRENTICESHIP PROGRAM

• [Why Apprenticeship?](#)

MEDIAN HOURLY WAGE

VARIES

ENTREPRENEURS / BUSINESS OWNERS

\$24.12

SUPERVISORS, FOOD & BEVERAGE PROCESSING

\$23.50

RESTAURANT & FOOD SERVICE MANAGERS

\$22.00

CHEFS

\$17.00

COOKS

\$15.50

FOOD COUNTER ATTENDANTS & KITCHEN HELPERS

WHAT IS APPRENTICESHIP?

- A pathway to a rewarding career in the trades that require a high level of skill, judgement and creativity
- A combination of on-the-job training & in-school learning
- An opportunity to earn an hourly wage while learning from experienced workers
- A 2-5 year process wherein apprentices work for a year, then switch to studying in class for 8-12 weeks
- 144 trades in Ontario support mechanical, electrical, automotive, manufacturing, building and service industries

SUPPORT YOUTH ONTARIO

- [Is an Apprenticeship Right for You?](#)

VIEW JOB POSTS

FOOD COUNTER ATTENDANTS & KITCHEN HELPERS

\$

HOURLY WAGES

→

LOW

\$15.50

MEDIAN

\$15.50

HIGH

\$15.62

WHAT YOU DO:

Prepare, heat and finish cooking simple food items and serve customers for restaurants, hotels, hospitals and other establishments.

SKILLS

CUSTOMER SERVICE

INTERPERSONAL SKILLS

FOOD SAFETY ORGANIZATION

TIME MANAGEMENT

EDUCATION & TRAINING RESOURCES

Some secondary school education is usually required.

On-the-job training is provided.

SECONDARY SCHOOL

Specialist High Skills Major (SHSM) – Hospitality & Tourism

- [Kawartha Pine Ridge District School Board](#)
- [Trillium Lakelands District School Board](#)
- [Peterborough Victoria Northumberland and Clarington Catholic District School Board](#)

FLEMING COLLEGE

Post-Secondary

- [Cook Apprentice](#)

MAIN JOB DUTIES

- Take customers' orders
- Clean, peel, slice and trim foodstuffs using manual and electric appliances
- Use equipment to prepare fast food items and hot beverages
- Portion, assemble, and wrap food or place it directly on plates for service to patrons, and package take-out food

JOB TITLE EXAMPLES

Food Counter Attendant
Kitchen Helper
Dietary Aide

SERVICE PROVIDERS

Find your [local employment service provider here](#) or [adult education and training provider here](#) and contact them for current training programs such as:

- Apprenticeship Preparation
- Better Jobs Ontario
- Employment Readiness
- Sector-Focused Career Training

VIEW JOB POSTS

COOKS

\$

HOURLY WAGES

→

LOW

\$16.00

MEDIAN

\$17.00

HIGH

\$18.00

WHAT YOU DO:

Prepare a wide variety of foods for restaurants, hotels, hospitals and other establishments.

SKILLS

ATTENTION TO DETAIL

COMMUNICATION SKILLS

FOOD SAFETY ORGANIZATION

TIME MANAGEMENT

EDUCATION & TRAINING RESOURCES

Trade certification for cooks is non-compulsory in Ontario. Apprenticeship training consists of 5,280 hours on the job work experience and 720 hours of in-school training (approximately 3 years).

SECONDARY SCHOOL

Specialist High Skills Major (SHSM) – Hospitality & Tourism

- [Kawartha Pine Ridge District School Board](#)
- [Trillium Lakelands District School Board](#)
- [Peterborough Victoria Northumberland and Clarington Catholic District School Board](#)

FLEMING COLLEGE

Post-Secondary

- [Cook Apprentice](#)
- [Co-op Diploma Apprenticeship – Culinary](#)
- [Culinary Skills](#)

MAIN JOB DUTIES

- Prepare and cook full meals or individual dishes of food
- Maintain inventory and records of food, supplies and equipment
- Oversee kitchen operations
- May plan menus, determine size of food portions, estimate food requirements and costs, and monitor and order supplies

JOB TITLE EXAMPLES

Line Cook
Short Order Cook
Dietary Cook

SERVICE PROVIDERS

Find your [local employment service provider here](#) or [adult education and training provider here](#) and contact them for current training programs such as:

- Apprenticeship Preparation
- Better Jobs Ontario
- Employment Readiness
- Sector-Focused Career Training
- Pathways To Prosperity

RED SEAL PROGRAM

- [Cook](#)

VIEW JOB POSTS

CHEFS

\$

HOURLY WAGES

→

LOW

\$19.00

MEDIAN

\$22.00

HIGH

\$25.00

WHAT YOU DO:

Plan and direct food preparation and cooking activities and prepare and cook meals and specialty foods.

SKILLS

CUSTOMER SERVICE

INTERPERSONAL SKILLS

TIME MANAGEMENT

LEADERSHIP

PLANNING

EDUCATION & TRAINING RESOURCES

Cooks trade certification or equivalent credential, training and experience are required. Several years of experience in commercial food preparation are required.

FLEMING COLLEGE

Post-Secondary Education

- [Culinary Management](#)

MAIN JOB DUTIES

- Plan menus and ensure food meets quality standards
- Estimate food requirements and may estimate food and labour costs
- Supervise activities of cooks and other kitchen workers
- Prepare and cook full meals or specialty foods
- Instruct cooks in preparation, cooking, garnishing and presentation of food

JOB TITLE EXAMPLES

Sous Chef
Specialty Chef
Head Chef

CONTINUING EDUCATION

- [Project Management](#)
- [Leadership in a Team Environment](#)
- [Leading Responsibly - Leadership Development](#)
- [Leading Teams - Leadership Development](#)
- [Performance Management - Leadership Development](#)
- [Managing Change - Leadership Development](#)

ONTARIO TOURISM EDUCATION CORPORATION

- [Leadership Excellence Series](#)

RESTAURANT & FOOD SERVICE MANAGERS

\$

HOURLY WAGES

→

LOW

\$20.00

MEDIAN

\$23.50

HIGH

\$27.00

WHAT YOU DO:

Plan, organize, direct, control and evaluate the operations of bars, cafeterias and other food and beverage services.

SKILLS

CUSTOMER SERVICE

CONFLICT RESOLUTION

COMMUNICATION SKILLS

PLANNING LEADERSHIP

EDUCATION & TRAINING RESOURCES

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.

FLEMING COLLEGE

Post-Secondary

- [Food and Nutrition Management](#)
- [Hospitality](#)

MAIN JOB DUTIES

- Determine types of services to be offered and implement operational procedures
- Recruit staff and oversee 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

JOB TITLE EXAMPLES

Hotel Restaurant Manager
Food Catering Manager
Bar Manager

CONTINUING EDUCATION

- [Project Management](#)
- [Leadership in a Team Environment](#)
- [Leading Responsibly - Leadership Development](#)
- [Leading Teams - Leadership Development](#)
- [Performance Management - Leadership Development](#)
- [Managing Change - Leadership Development](#)

ONTARIO TOURISM EDUCATION CORPORATION

- [Leadership Excellence Series](#)

SUPERVISORS, FOOD & BEVERAGE PROCESSING

\$

HOURLY WAGES

→

LOW

\$18.75

MEDIAN

\$24.12

HIGH

\$31.45

WHAT YOU DO:

Supervise, co-ordinate and schedule the activities of workers who process, package, test and grade food and beverage products.

SKILLS

ORGANIZATION

INTERPERSONAL SKILLS

ATTENTION TO DETAIL

TIME MANAGEMENT LEADERSHIP

CONFLICT RESOLUTION

EDUCATION & TRAINING RESOURCES

Several years' experience working with the same company may be required.

CONTINUING EDUCATION

- [Canadian Certified Food Production Supervisor Certification](#)
- [Leadership in a Team Environment](#)
- [Leading Responsibly - Leadership Development](#)
- [Leading Teams - Leadership Development](#)
- [Performance Management - Leadership Development](#)
- [Managing Change - Leadership Development](#)

MAIN JOB DUTIES

- Establish methods to meet work schedules and co-ordinate work activities with other departments
- Resolve work problems and recommend measures to improve productivity and product quality
- Train workers in job duties, safety procedures and company policy
- Prepare production and other reports
- Requisition materials and supplies

JOB TITLE EXAMPLES

Manufacturing Supervisor
Production Lead
Quality Supervisor

FLEMING COLLEGE

- [Post-Secondary](#)
- [Food and Nutrition Management \(Graduate Certificate\)](#)
- [Project Management](#)
- [Supply Chain Management - Global Logistics \(Graduate Certificate\)](#)

ONTARIO TOURISM EDUCATION CORPORATION

- [Leadership Excellence Series](#)

VIEW JOB POSTS

ENTREPRENEURS / BUSINESS OWNERS

Approximately 25 new businesses in the WDB Region are launched annually for this industry.

WHAT YOU DO:

Organize and operate a business, taking on greater than normal financial risks to do so.

SKILLS

WORK INDEPENDENTLY

CUSTOMER SERVICE

ORGANIZATION

TIME MANAGEMENT

ACCOUNTING

EDUCATION & TRAINING RESOURCES

ONTARIO SUMMER COMPANY

Grant for students aged 15 to 29 to start a new summer business

- [Northumberland Summer Company Program](#)
- [Peterborough Summer Company Program](#)
- [Kawartha Lakes Summer Company Program](#)

STARTER COMPANY PLUS

Grant for Canadians 18+ to start a new business or grow a business that has been in operations for fewer than five years

- [Northumberland Starter Company Program](#)
- [Peterborough Starter Company Program](#)
- [Kawartha Lakes Starter Company Program](#)

COMMUNITY FUTURES

Financing, mentorship and community support for local small businesses

- [Haliburton County Development Corporation](#)
- [Kawartha Lakes CFDC](#)
- [Community Futures Peterborough](#)
- [Northumberland CFDC](#)

MAIN JOB DUTIES

- Creating and managing a business plan, ongoing research and planning, hiring staff, creating policies and forecasting
- Maintaining business accounts, payments processing, taxes and general bookkeeping
- Develop marketing campaigns, manage social media and conduct other marketing activities
- Respond to customer service inquiries, including answering phone calls and emails to build a positive reputation for the business

JOB TITLE EXAMPLES

Small Business Owner
Franchisee

INNOVATION CLUSTER

Supports entrepreneurs in the formation and growth of tech-oriented companies

- [Innovation Cluster](#)

FLEMING COLLEGE

- [Post-Secondary](#)
- [Business Development for Entrepreneurship and Small Business](#)
- [Fundamentals of Entrepreneurship](#)
- [Entrepreneurship](#)
- [Social Entrepreneurship](#)
- [Small Business Financial Management](#)

TRENT UNIVERSITY

- [Post-Secondary](#)
- [Business Administration \(B.B.A.\), Entrepreneurship Specialization](#)