

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.**



\$21.00 **APPRENTICESHIP***

MEDIAN HOURLY WAGE
VARIES

ENTREPRENEURS / BUSINESS OWNERS

\$27.35 **SUPERVISORS, FOOD & BEVERAGE PROCESSING**

\$23.50 **RESTAURANT & FOOD SERVICE MANAGERS**

\$22.00 **CHEFS**

\$17.00 **COOKS**

\$16.55 **FOOD COUNTER ATTENDANTS & KITCHEN HELPERS**

Apprenticeships can lead to careers in food service. It is also possible to enter this career path directly.

APPRENTICESHIP

\$ **HOURLY WAGES** ➔ **LOW** **MEDIAN** **HIGH**
\$16.55 **\$21.00** **\$25.00**

WHAT YOU DO:

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

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?](#)

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

EXAMPLES OF TRADES WITH APPRENTICESHIPS

Cook
Baker
Chef
Meat Cutter

SUPPORT YOUTH ONTARIO

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

VIEW JOB POSTS

FOOD COUNTER ATTENDANTS & KITCHEN HELPERS

\$ **HOURLY WAGES** ➔ **LOW** **MEDIAN** **HIGH**
\$16.55 **\$16.55** **\$17.75**

WHAT YOU DO:

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

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

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 - Pre-Apprentice - Haliburton](#)

JOB TITLE EXAMPLES

Food Counter Attendant
Kitchen Helper
Dietary Aide

COOKS

\$ **HOURLY WAGES** ➔ **LOW** **MEDIAN** **HIGH**
\$16.55 **\$17.00** **\$20.00**

WHAT YOU DO:

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

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

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](#)

COLLEGE
Post-Secondary

- [Durham College: Culinary Skills](#)
- [Fleming College: Cook - Pre-Apprentice - Haliburton](#)
- [Loyalist College: Culinary Skills/Culinary Management](#)

JOB TITLE EXAMPLES

Line Cook
Short Order Cook
Dietary Cook

CHEFS

\$ **HOURLY WAGES** ➔ **LOW** **MEDIAN** **HIGH**
\$19.00 **\$22.00** **\$25.00**

WHAT YOU DO:

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

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

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.

COLLEGE
Post-Secondary Education

- [Durham College: Culinary Skills](#)

JOB TITLE EXAMPLES

Sous Chef
Specialty Chef
Head Chef

RESTAURANT & FOOD SERVICE MANAGERS

\$ **HOURLY WAGES** ➔ **LOW** **MEDIAN** **HIGH**
\$20.00 **\$23.50** **\$28.53**

WHAT YOU DO:

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

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

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.

COLLEGE
Post-Secondary

- [Durham College: Nutrition and Food Service Management](#)
- [Fleming College: Hospitality - Hotel and Restaurant Operations](#)

JOB TITLE EXAMPLES

Hotel Restaurant Manager
Food Catering Manager
Bar Manager

SUPERVISORS, FOOD & BEVERAGE PROCESSING

\$ **HOURLY WAGES** ➔ **LOW** **MEDIAN** **HIGH**
\$21.00 **\$27.35** **\$34.28**

WHAT YOU DO:

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

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

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

- [Leadership Development](#)
- [Canadian Certified Food Production Supervisor Certification](#)
- [Leadership in a Team Environment](#)

VIEW JOB POSTS

JOB TITLE EXAMPLES

Manufacturing Supervisor
Production Lead
Quality Supervisor

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 so.

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

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

- [Peterborough and 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](#)
- [Haliburton Lakes CFDC](#)
- [Community Futures Peterborough](#)
- [Northumberland CFDC](#)

JOB TITLE EXAMPLES

Small Business Owner
Franchisee

INNOVATION CLUSTER

SUPPORTS ENTREPRENEURS in the formation and growth of tech-driven companies

- [Innovation Cluster](#)

FLEMING COLLEGE
Post-Secondary

- [Business Case Development](#)
- [Fundamentals of Entrepreneurship](#)
- [Entrepreneurship](#)
- [Small Business Financial Management](#)

TRENT UNIVERSITY
Post-Secondary

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

WDB | Workforce Development Board

Peterborough & THE KAWARTHAS
ECONOMIC DEVELOPMENT

Kawartha Lakes Jump In

FLEMING
SCHOOL OF TRADES AND TECHNOLOGY & MUSKOKA-KAWARTHAS EMPLOYMENT SERVICES

Sources:
National Occupational Classification (NOC)
Lightcast (2023.3)
Job Bank
Job posting data is from WDB Local Jobs Hub (WDB Region)

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Ontario

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