



FOOD AND BEVERAGE SERVICES

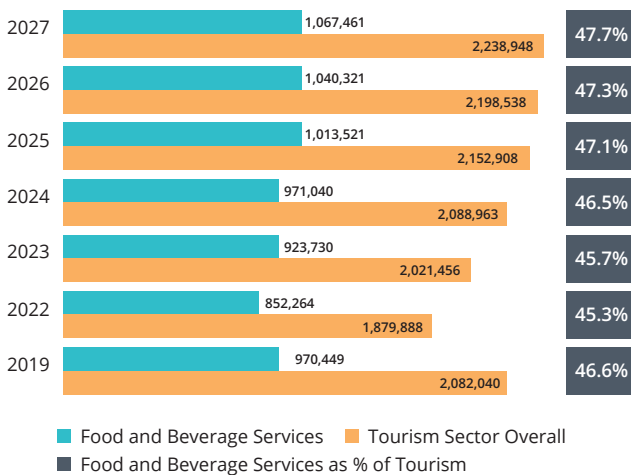
Projections for Growth in the Medium Term



This fact sheet summarizes some key findings from a **2023 report by the Conference Board of Canada on behalf of Tourism HR Canada**, examining the labour market trends in the Tourism sector and projecting labour demand through to 2027. These projections are based primarily on job demand but also incorporate some consideration of supply-side labour issues in the

form of job vacancies. **For a more detailed discussion** of the findings of this report, the methodologies and assumptions that underlie the analysis, and the complete sets of figures and projections across the sector as a whole, please see the full report, which is accessible via the **THRC website**.

Employment Per Year (actual and projected)



Employment in Food and beverage services fell sharply in 2020, but has been growing steadily since then.

In 2022, **employment had reached 88% of its pre-pandemic level**. Employment is projected to surpass 2019 sometime in 2024, and by 2027 is expected to be around 10% higher than it was in 2019.



National Employment History and Projections

Some occupations within Food and Beverage Services were more heavily impacted by COVID-19 restrictions than others. Employment for front-of-house staff (bartenders, food and beverage servers and hosts/hostesses) fell sharply in 2020, and is not projected to surpass 2019 levels until 2027 or later. Chefs, cooks and bakers saw less dramatic declines in the short-term, and are expected to return to pre-pandemic levels earlier – around 2025, as are managers

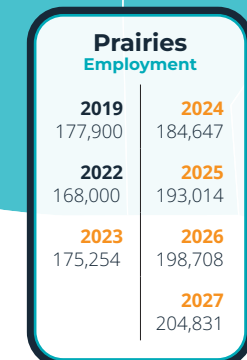
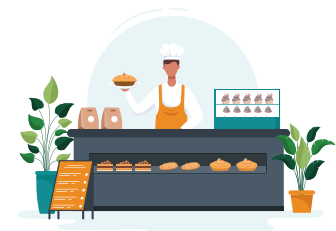
and food counter attendants. Food service supervisors are projected to surpass 2019 levels in 2024, making this the fastest-recovering occupation. This may partly reflect a projected increase in staff retention and promotion from entry-level positions to supervisory roles, while the industry saw a dramatic decline in managerial staff during the past three years.

Employment in Food and Beverage Services Occupations (actual and projected) – tourism industries only

	2019	2022	2023	2024	2025	2026	2027
Restaurant and Food Service Managers	160,833	139,890	150,233	157,027	163,737	168,528	173,614
Food Service Supervisors	53,107	50,507	52,174	53,589	55,263	56,527	58,049
Chefs	53,451	47,675	50,703	53,004	55,269	56,904	58,643
Cooks	149,441	127,665	138,522	145,003	150,721	154,147	157,457
Bakers	13,537	11,594	12,655	13,313	13,843	14,130	14,394
Hosts/Hostesses	29,370	25,326	25,326	26,177	28,008	28,818	29,344
Bartenders	39,305	20,467	20,239	30,559	34,610	36,472	37,517
Food and Beverage Servers	149,565	105,985	123,402	134,307	142,339	146,600	149,810
Food Counter Attendants, Kitchen Helpers and Related Support Occupations	299,693	271,905	287,954	297,538	307,064	313,000	319,545

Regional Tourism Employment History and Projections

Food and Beverage Services Employment by Region (actual and projected)



Although most regions of Canada saw a **dramatic drop in employment in Food and beverage services in the first year of the pandemic**, by 2022 many had returned to nearly full complement – the North, the Prairies and British Columbia had all surpassed 90% of 2019 levels. The North is projected to surpass pre-pandemic levels by 2023, followed by the Prairies in 2024, while the remaining regions are expected to get there by 2025. By 2027, **all regions are projected to have grown by 6% to 12% relative to 2019.**

Occupation-level detail for each region is included in the full report, available on the THRC website.

Years
■ Actual ■ Projected

What's Next for Food and Beverage Services?

Overall, the tourism sector is projected to continue its recovery and regrowth trajectory, although there will be difficult periods as labour force demographics and larger economic forces interact in complex ways. A report focused on the labour side of the supply-demand issue is expected in 2024, and will provide for a fuller understanding of these complex issues. In Food and Beverage Services, the key challenges will be retaining existing staff and training them into supervisory positions as needed, and strong recruitment into entry-level occupations.

Cross-training employees to be able to cover more than one position, and building a multi-skilled and dynamic workforce encompassing core employees and casual workers, will likely become a necessary business adjustment.



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