

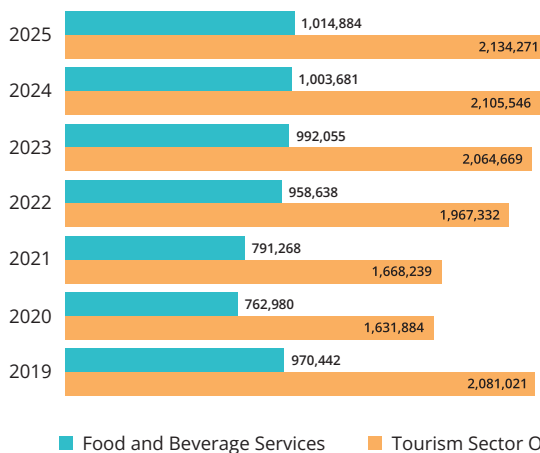
FOOD AND BEVERAGE SERVICES

Projections for Job Growth

This fact sheet summarizes some key findings from a 2022 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 into 2024 and 2025. 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 **TourismHR.ca**.

Number of Jobs Per Year (Actual and Projected)



Employment in food and beverage services fell by more than 21% in 2020, with a modest rebound in 2021.

Numbers had almost recovered to pre-pandemic levels by 2022, and **employment is projected to surpass 2019 levels as of 2023**, and continue to grow into 2025.



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 return to 2019 levels until 2025 or later. Chefs and cooks saw less dramatic declines, and are expected

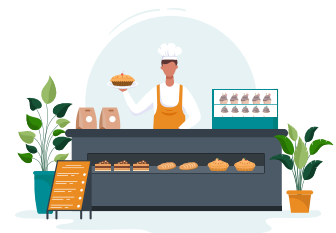
to return to pre-pandemic levels by 2023, as are managers and supervisors. This may partly reflect an increase in take-out service seen during the pandemic, which some analysts forecast is likely to remain popular as the economy continues to open up. As well, many managers and supervisors have taken on additional roles in their businesses to address staff shortages.

Jobs in Food and Beverage Services Occupations (Actual and Projected)

	2019	2020	2021	2022	2023	2024	2025
Restaurant and Food Service Managers	122,783	109,888	107,520	123,798	126,042	127,079	128,712
Food Service Supervisors	41,911	36,704	42,306	45,862	45,418	44,807	44,783
Chefs	48,247	37,970	43,360	49,493	50,254	50,546	51,107
Cooks	168,665	129,210	138,433	165,566	170,963	172,084	173,294
Bakers	10,381	7,281	8,413	10,340	10,766	10,882	10,968
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	204,460	126,241	112,904	165,803	184,405	193,576	198,979
Food Counter Attendants, Kitchen Helpers and Related Support Occupations	286,757	235,189	266,240	300,328	303,074	301,136	301,258

Regional Tourism Employment History and Projections

Food and Beverage Services Jobs by Region (Actual and Projected)



In most regions of Canada, employment in food and beverage services fell by 18% to 25% in the first year of the pandemic, with Atlantic Canada and British Columbia faring slightly better (declines of 12% and 13%, respectively). Employment in **British Columbia and Quebec** is projected to recover more slowly than in the other regions.



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



Job Vacancies and Projections

As tourism businesses began to restaff in the summer of 2021, labour supply challenges were readily apparent, and job vacancies grew across the food and beverages services industry. Job vacancy rates are projected to be in the double-digits by 2024 for some occupations, most notably food and beverage servers. In contrast, restaurant

and food service managers have relatively low projected vacancy rates. These different patterns may reflect the level of experience needed to fulfil some of these positions, where jobs with a typically higher turnover rate also tend to have higher projected vacancy rates.

Food and Beverage Services Job Vacancies

	Number of Vacancies			Vacancy Rate		
	2019	2020	2021	2022	2023	2024
Restaurant and Food Service Managers	1,856	1,780	2,730	1.4%	1.5%	2.3%
Food Service Supervisors	4,171	4,548	6,628	7.7%	9.1%	11.5%
Chefs	1,734	1,488	2,701	2.7%	2.9%	4.6%
Cooks	13,914	9,900	20,118	5.9%	5.3%	9.9%
Bakers	599	575	1,005	1.4%	1.8%	2.9%
Hosts/Hostesses	1,180	725	2,519	3.7%	2.7%	10.8%
Bartenders	1,493	1,030	2,606	3.3%	4.2%	10.2%
Food and Beverage Servers	10,576	6,178	19,168	4.7%	4.5%	14.1%
Food Counter Attendants, Kitchen Helpers and Related Support Occupations	33,615	27,955	53,063	8.1%	7.9%	12.9%

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 2023, 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 recruiting front-line workers. 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.

