



Commercial Baking Industry Expected to Have 53,500 Unfilled Jobs by 2030

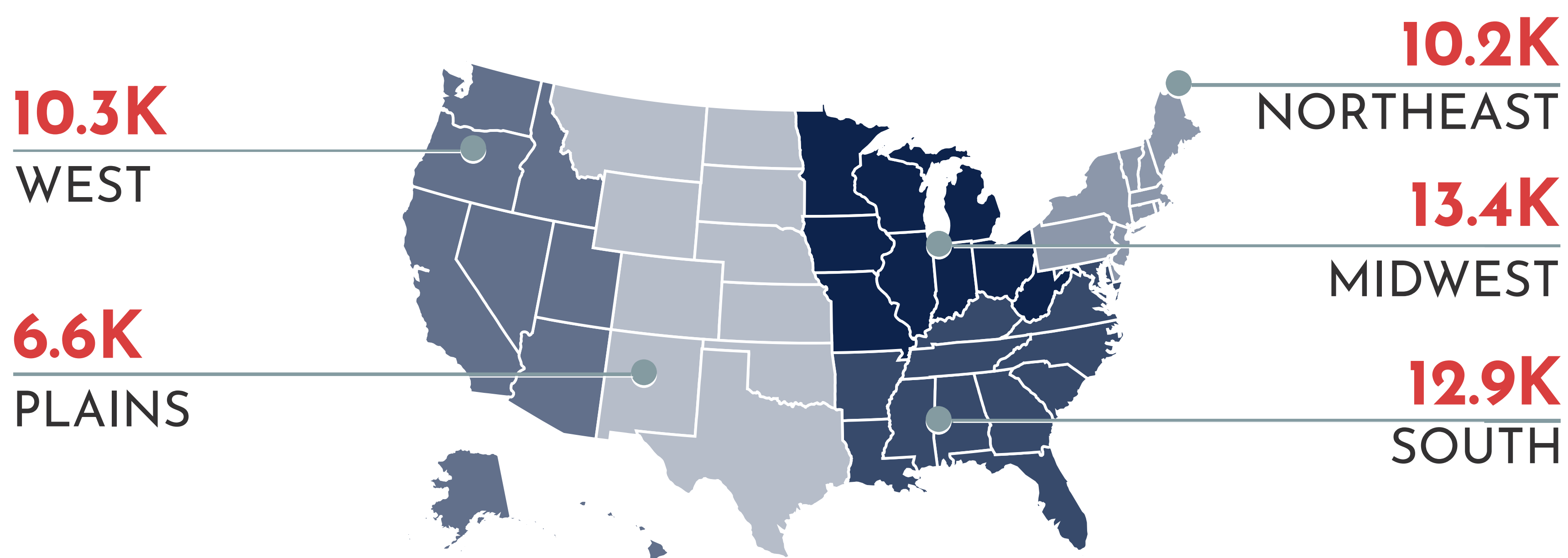
ENSURING FOOD SECURITY IN AMERICA

Current workforce shortages in the commercial baking industry are expected to worsen over the coming years as employers struggle to fill open positions and more workers retire. At the current rate, the industry will have **53.5K jobs unfilled by 2030**.

Together, we must find solutions to ensure:

- We can continue to feed our communities delicious and nutritious baked goods.
- Career paths for the prosperity of the hard-working public.
- Future food equity and security for the country.

*Projected Unfilled Jobs in the Commercial Baking Industry in 2030, by Region**



TOTAL IMPACT EXTENDS BEYOND THE INDUSTRY

By 2030, there will be substantial impact beyond the commercial baking industry. The expected workforce shortages in this critical infrastructure sector will negatively impact companies along the supply chain and local businesses in communities across America.

Total Impact (Direct, Indirect, and Induced)



148K

Forgone Jobs



\$9.7B

Forgone Wages



\$36.2B

Forgone Output



\$3.3B

Forgone Taxes

(Direct Only)

**Totals may not sum due to rounding.*

Regions:
Midwest: IL, IN, IA, MI, MN, MO, OH, WV, & WI; **Northeast:** CT, DE, ME, MA, NH, NJ, NY, PA, RI, & VT;
Plains: CO, KS, MT, NE, NM, ND, OK, SD, TX, & WY; **South:** AL, AR, DC, FL, GA, KY, LA, MD, MS, NC, SC, TN, & VA;
West: AK, AZ, CA, HI, ID, NV, OR, UT, & WA.

DEMAND FOR SKILLED WORKERS WILL CONTINUE TO GROW

Within commercial baking manufacturing, demand for workers is concentrated in a few critical operational occupations.

Nearly 85% of new jobs in 2030 will fall into three categories



Production








Engineering &
Equipment Maintenance



Shipping &
Distribution

REGIONAL IMPACTS OF WORKFORCE SHORTAGES IN 2030

-  Commercial Baking Workforce Shortage
-  Total Forgone Jobs
-  Total Forgone Wages
-  Total Forgone Output
-  Forgone Taxes (Direct Only)

PLAINS

CO, KS, MT, NE, NM, ND, OK, SD, TX, WY



6.6K



19.9K



\$1.3B



\$5.1B



\$365M

NORTHEAST

CT, DE, ME, MA, NH, NJ, NY, PA, RI, VT



10.2K



25.5K



\$1.8B



\$5.8B



\$650M

SOUTH

AL, AR, DC, FL, GA, KY, LA, MD, MS, NC, SC, TN, VA



12.9K



34.6K



\$2.1B



\$7.8B



\$692M

MIDWEST

IL, IN, IA, MI, MN, MO, OH, WV, WI



13.4K



39.8K



\$2.7B



\$11.1B



\$918M

WEST

AK, AZ, CA, HI, ID, NV, OR, UT, WA



10.3K



27.9K



\$1.9B



\$6.3B



\$704M

Sources: Bureau of Labor Statistics. Job Openings and Labor Turnover Survey (JOLTS); Bureau of Labor Statistics. Employment Projections; Dunham and Associates. 2023. Economic Impact of the Commercial Baking Industry; ndp analytics.