Culinary Competencies for School Nutrition Professionals
Affiliation or Financial Disclosure

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Objectives

• Identify specific culinary core training skills based on your role within the school nutrition program.

• Provide feedback on the culinary core competencies via electronic survey.
HKC Working Groups

• Flavor Development
• Staff Culinary Education
• School Culinary Culture
• Food & Nutrition Quality
• Plant Forward
• 2010 Healthy, Hunger-Free Kids Act
  - Professional Standards key training areas
  - Operations 2000
  - Food Production 2100
  - Culinary Skills 2130

• The culinary core competencies are meant to identify the specific skills for development under the culinary category
Rationale

• Developing School Nutrition Culinaryians
  – The Culinary Institute of America’s Healthy Kids Collaborative, Staff Education and Training Work Group
The purpose of the culinary core competencies is to define desirable culinary skills for school nutrition food preparation staff that would help elevate the culinary culture of school meal programs.

The culinary core competencies list can be used as a tool for identifying training needs, writing job descriptions, or for making hiring decisions.
Competency

- Observable & measurable knowledge, skills, abilities, and personal attributes that contribute to enhanced employee performance that ultimately result in organizational success.

Source: Univ. of Nebraska-Lincoln, Business & Finance, Human Resources
Strengthening Culinary Skills
### “Culinary Arts and School Food Service Teams”

<table>
<thead>
<tr>
<th>What comes to mind?</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Makes sense/We can do this</td>
<td>Pipe dream/Can’t afford this</td>
</tr>
<tr>
<td>Ongoing training is doable</td>
<td>Training is unsustainable</td>
</tr>
<tr>
<td>Staff will love this</td>
<td>Staff will hate this</td>
</tr>
<tr>
<td>Food will taste better</td>
<td>Food will cause illness</td>
</tr>
<tr>
<td>Could reduce turnover</td>
<td>Train staff and they leave</td>
</tr>
</tbody>
</table>
My Culinary Journey …
Picture it — Greeley, CO 2010

• No culinary pipeline / No training
• Unicorns
• Challenging skill set
• Executive Chef – 4th time’s a charm!
Impact of Training Investment

- Staff feels empowered
- Improved operational efficiency
- New menu concepts
- Leadership succession
Culinary Competencies

“With a trend towards healthy, scratch-cooked meals in schools, staff cooking skills MUST be strengthened.”

Use this as a tool to:

- Identify what cooking skills your team has already mastered
- Identify skills that can be further developed
ACTIVITY PAUSE

• How do you see your own understanding of kitchen competencies?

• How do you see child nutrition staff’s understanding of kitchen competencies?

• How do you see the future of child nutrition in the realm of kitchen competencies?
3 skills-focused levels

- Level 1 Skills (basic skills for line staff and cooks)
- Level 2 Skills (advanced skills for managers, quality control managers, area supervisors/manager, district chef)
- Culinary Skills Based on Meal Pattern Components (all levels)
Level 1 Skills

- **Knife Skills**
  - Handling, safety and use
  - Demonstrate proper knife cuts
  - Identify knife types and uses
  - Proper maintenance and storage

- **Standardized recipes**
  - Explain purpose of standardized recipes
  - Weights and measures

- **Kitchen utensils**
  - Identify and demonstrate uses

- **Kitchen equipment**
  - Small equipment
  - Pan sizes
  - Pots and pans
  - Counter top equipment
  - Large equipment
Level 1 Skills continued

• Cooking Techniques
  – Sauté
  – Roasting and Oven Cooking
  – Baking
  – Boiling
  – Steaming

• Cold Kitchen Techniques
  – Salad dressings
  – Salads
  – Sandwiches and Wraps

• Flavor Development
• Kitchen Efficiencies
• Food Quality
• Food Presentation
Level 2 Skills

- Standardized Recipes
  - Develop, write, and scale up standardized recipes
- Product Selection
  - Product identification and evaluation
- Ingredient Calculations
  - As purchased ingredient cost
  - Yield of fresh produce
  - Edible portion quantity

- Nutrition and Food Science
  - Cooking techniques to retain nutrients
  - Effects of heat on starches and sugars
  - Denaturation of proteins
  - Functions of fats and oils
  - Forming an emulsion
Level 2 Skills continued

• Cooking Techniques - Advanced
  – Braising and stewing
  – Shallow poaching
  – Poaching and simmering
  – Sous vide

• Stocks, Sauces, and Soups
Level 2 Skills continued

- Menu and Menu Planning
  - Food-based menu planning
  - Age, health, disability, dietary need requirements
  - Considerations for cultural, ethnic, and religious groups

- Procurement and Inventory Management
  - Forecasting, sourcing, specifications
  - Utilizing USDA Foods
  - Local procurement

- Food Trends
Culinary Skills Based on Meal Pattern Components

• Vegetables
  - Identification, selection, quality evaluation, storage, demonstrated understanding of availability and seasonality
  - Vegetable fabrication (peel, slice, dice, trim, etc.)

• Fruit
  - Identification, selection, quality evaluation, storage, demonstrated understanding of availability and seasonality
  - Fruit fabrication (peel, slice, dice, trim, etc.)
Culinary Skills Based on Meal Pattern cont.

- **Grains**
  - Identification, selection, quality evaluation, preparation

- **Meat/Meat Alternative**
  - Preparation techniques
  - Determining doneness
  - Optimal storage
  - Federal inspection and grading standards
Culinary Skills Based on Meal Pattern cont.

- **Dairy**
  - Identification and purchasing considerations
  - Proper storage times and temperatures
  - Evaluate quality

- **Dry Goods**
  - Identify use, and evaluate herbs, spices, oils, vinegars, condiments, marinades, and rubs
  - Oils and fats identification and use
  - Sugars, syrups and sweeteners identification and use
Our Road Map to Success!

• Where we started
  – HKC December 2017

• How we got there
  – Process by work group and committee

• Where we went
  – Defined and vetted the list into 3 groups

• Next destination
  – ICN will continue with competencies
Next Destination: The Competencies

• ICN and future training
  – The list of competencies will be delivered to the Institute of Child Nutrition to put into action!
Give us your Feedback

• Review the Culinary Core Competencies

• Survey
  - https://www.surveymonkey.com/r/MSC9BC7
Questions
This session provides one (1) CEU

- **Key Area 2:** Culinary Skills (2130)

- **Key Topic:** Identify specific culinary training skills
CIA at Copia

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