

Pastrycook

ANZSCO 3511-12

Australia
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Current labour market rating: Shortage

Most employers find it difficult to attract suitable applicants and fill advertised vacancies. This difficulty is even more apparent in regional areas of the country.

Key research findings

- While the labour market for pastrycooks eased slightly in 2018, it remains tight.
 - Around half of the advertised vacancies were filled.
 - While an average of 3.5 applicants per vacancy were qualified, only 40 per cent of these applicants were considered suitable.
 - Around 40 per cent of employers did not have any suitable applicants.
- Employers in regional areas had particular difficulty filling vacancies.
 - Regional employers attracted 0.8 suitable applicants per vacancy and filled 38 per cent of vacancies.
- Employers sought pastrycooks for a range of wholesale and retail businesses including bakeries, patisseries, cake shops, restaurants and catering contractors.
- Employers were generally seeking qualified and experienced pastrycooks.
 - For more than 95 per cent of vacancies, applicants were required to hold at least a Certificate III in Patisserie, Retail Baking or similar to be considered suitable.
 - Employers commonly sought applicants with two to four years of post-apprenticeship experience.
- Around 65 per cent of applicants were unqualified and therefore considered unsuitable.
- Of the qualified applicants, 60 per cent were unsuitable, mainly due to lack of experience in the occupation.
 - A small number were unsuitable as they lacked specific experience, or failed a work trial.

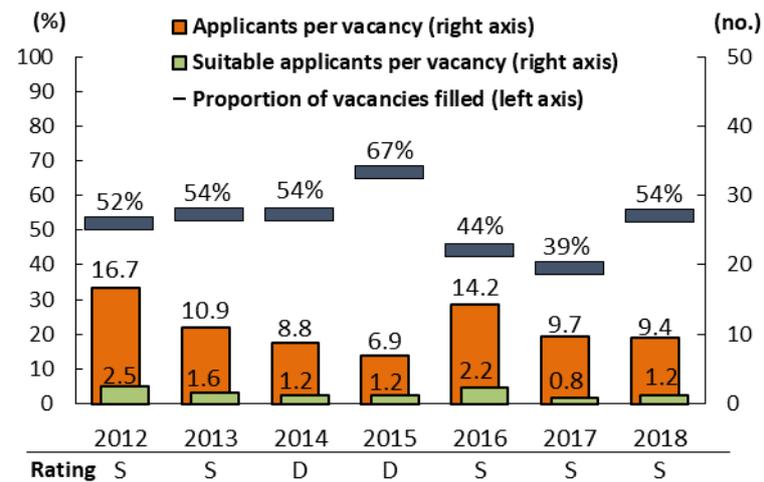
Demand and supply

- Employment of bakers and pastrycooks increased by 3.4 per cent over the year to August 2018, above the national average of 2.5 per cent across all occupations.
 - Employment also increased strongly over the year to August 2017 (up by 54 per cent).

2018 Survey Results¹



Figure 1: Survey results, Pastrycooks, 2012 to 2018



Key to ratings: S = Shortage; D = Recruitment difficulty

- Employment in these trades is projected to grow by 12.6 per cent over the five years to 2023, compared with growth of 7.1 per cent for all occupations.
- Internet vacancy numbers for these trades, however, fell to a series low in the year to October 2018.
- Apprenticeships generally serve as the entry pathway to this trade.
 - Completions decreased by 8 per cent to 330 in the year to June 2018, the lowest since 2010-11.
 - Commencements peaked in the year to June 2014, but have since decreased by 38 per cent to 610 in the year to June 2018.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#).

Additional Data Sources: ABS, Labour Force, August 2018, Department of Jobs and Small Business trend; Department of Jobs and Small Business, Internet Vacancy Index, October 2018, 12 month moving average; Department of Jobs and Small Business, Occupational Employment projections to May 2023; NCVET, Apprentices and Trainees, June 2018, estimates (Certificate III and IV).