

Chef

ANZSCO 3513-11

Western Australia

December 2018

Current labour market rating: Regional shortage

Employers in metropolitan and regional areas attracted a similar average number of applicants and suitable applicants. However, while metropolitan employers filled a majority of their vacancies, employers in regional areas struggled to fill roles. These employers attributed this to the location of their vacancies and the pay and conditions they could offer.

Key research findings

- Surveyed employers included those looking for qualified chefs in café and bistro settings, pubs, fine dining and hotels. Most roles were full-time and required applicants to work weekends.
 - These employers sought chefs for a range of roles, including Chef de Cuisine, Sous Chefs and Chef de Partie and Grill Chef.
- Employers sought applicants with proven experience in a commercial kitchen, with the skills to plan menus, control costs and lead a team, and a stable and verifiable work history.
- Employers cited a passion for the trade and a creative approach towards food as essential requirements, as was an interest in training junior chefs and apprentices.
- Employers in the metropolitan area filled 87 per cent of their roles, attracting an average of 2.9 suitable applicants per vacancy.
 - While a majority of employers in the metropolitan area filled their roles, many noted the challenge of finding candidates with their ideal mix of skills and prior experience.
- Regional employers attracted a similar average number of suitable applicants (2.5); however, they experienced far less success compared with metropolitan employers, filling 40 per cent of their vacancies.
 - These employers attributed the low proportion of vacancies filled to the location of their roles, and in some cases, the pay and conditions they could offer.
 - Some employers in regional areas offered relocation assistance, while Fly in Fly out arrangements were limited to vacancies on remote mine sites.

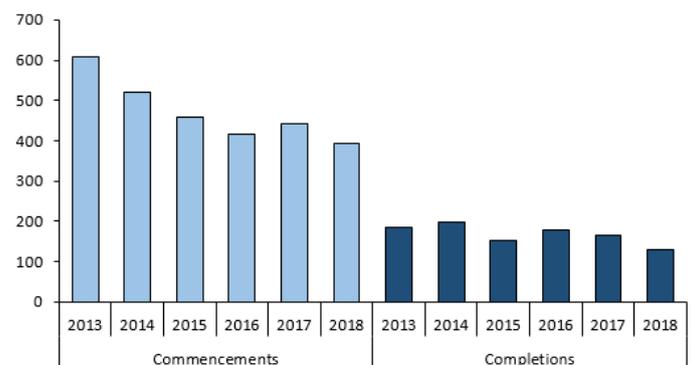
2018 Survey Results¹



- Around two thirds of applicants were formally qualified.
 - Of these qualified applicants, employers deemed 71 per cent of them unsuitable.
- A lack of preferred experience and a failure to turn up to interview were the two main reasons qualified applicants were deemed unsuitable. Employers typically rejected applicants who sought higher wages and better conditions than those offered.

Demand and supply

- Vacancies in this series reached an all-time high in 2015, before falling by around 12 per cent over 2016-2017. Data for the year to December 2018 show vacancies have returned to close to 2015 levels.
- Entry into this trade is via completion of a Certificate III in Commercial Cookery.



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

Additional Data Sources: Department of Jobs and Small Business, Internet Vacancy Index December 2018; NCVET, Apprentices and Trainees, June 2018, estimates.