

Chef

ANZSCO 3513-11

Victoria
December 2018

Current labour market rating: No Shortage

The 2018 survey found that there was no shortage of skilled and experienced chefs in Victoria. This is an improvement in survey results for Victoria for this occupation from the previous four years (see Figure 1).

Key research findings

- Employers filled 88 per cent of vacancies from averages of 7.5 qualified applicants and 1.8 suitable applicants per vacancy.
- Although regional employers received, on average, fewer applicants per vacancy than metropolitan employers (9.1 and 18.5 respectively), and fewer qualified applicants per vacancy (3.6 and 9.6 respectively), there was no significant difference in the number of suitable applicants per vacancy, or the vacancy fill rate between regional and metropolitan employers.
- All employers sought qualified and experienced chefs.
- Forty nine per cent of applicants were qualified, and of these, employers regarded 75 per cent as unsuitable.
 - A lack of demonstrable skills and insufficient experience were the most common reasons that qualified applicants were considered unsuitable.
 - Some employers reported that their advertisements attracted large numbers of unqualified and unsuitable applicants.
- Employers sought a wide array of skills and attributes, including an ability to develop and cost menus; creativity and initiative; the capacity to thrive in a high-paced work environment; flexibility to work rotating rosters, night shifts and weekends; and excellent communication skills. For senior roles, well developed staff management skills were also considered important.
 - Many employers reported having to compromise their requirements to fill their vacancies.

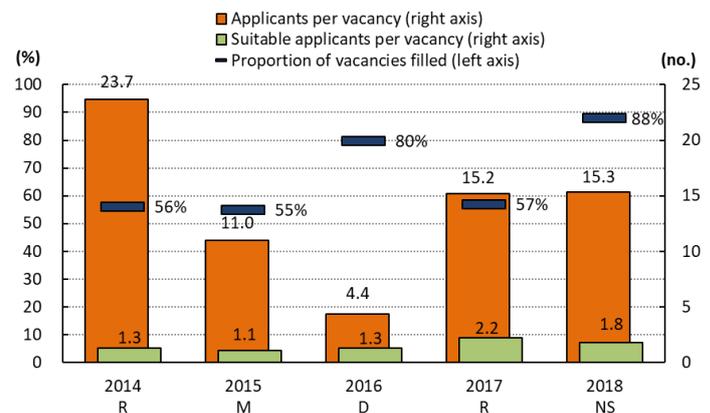
Demand and supply

- Most indicators suggest that demand for chefs will continue to increase against a decreasing supply trend.
- Demand for chefs is primarily driven by cafes and restaurants within the accommodation and food services industry, which is influenced by levels of discretionary spending and a developing food culture.

2018 Survey Results¹



Figure 1: Survey results, Chef, 2014 to 2018



Key to ratings: R = Regional shortage; M = Metropolitan shortage; D = Recruitment difficulty; NS = No shortage

- The number of cafes and restaurants operating in Victoria increased by 4.9 per cent over the year to June 2017.
- Retail turnover in cafes, restaurants and catering services in Victoria increased over the five years to October 2018 by 27 per cent, to \$584 million.
- Internet vacancies for chefs remained relatively stable over the year to September 2018, and increased by 2.5 per cent over five years.
- Entry into this occupation is usually through completion of a Certificate III in Commercial Cookery and apprenticeship.
 - In the year to June 2018, training commencements and completions have both continued to decline from peak levels in 2014 by 70 per cent and 69 per cent respectively.

¹ The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business](#). Additional Data Sources: ABS, 8165.0 Counts of Australian Businesses, including Entries and Exits, June 2013 to June 2017; ABS, 8501.0 Retail Trade, Australia, Table 13. Retail Turnover, State by Industry Subgroup, Trend; Department of Jobs and Small Business, Internet Vacancy Index September 2018; NCVET Apprentices and Trainees, June 2018 estimates (Certificate III).