

Pastrycook		Victoria
ANZSCO Code: 3511-12	September 2009	
Labour market rating:	Shortage	
Comment:		

Occupational demand

A Pastrycook prepares and bakes bread loaves and rolls, buns, cakes, biscuits and pastry goods. Pastrycooks work in cake shops, bread shops and supermarkets and in the hotel sector. ABS Census data indicates there were 2392 Pastrycooks employed across the state in 2006. The state government is currently offering visa sponsorship for Pastrycooks to work in Victoria.

Occupational supply

A qualified Pastrycook is required to have Certificate III and on-the-job training or Certificate IV. ABS Census data indicates that 39 per cent of workers in this occupation have Certificate III or IV qualifications and 12 per cent have an advanced diploma or higher tertiary qualifications. State education commencements and completions data shows that during 2008-2009 there were 74 commencements. This is the lowest commencement figure since data collection began in 2001. However, since 2006 commencement figures appear to be stabilising at around 80 participants per year. The 2008-2009 total of 44 completions is the highest completion figure since 2001. Completion figures have increased significantly each year over the last few years, from 6 completions in 2003-2004 to 34 completions in 2007-2008. Net migration to Victoria of Pastrycooks and bakers contributed approximately 65 tradespersons for the period 2007-08.

Employer and industry comments/current labour market

The Survey of Employers who Recently Advertised (SERA) found that approximately 77 per cent of vacancies were filled compared to 60 per cent in 2007-2008. The average number of applicants per vacancy was 7.5 compared to 2.8 per cent in the previous year. The number of suitable applicants per vacancy was 0.9 and remains unchanged from 2007-2008. Many of the employers contacted indicated there is a shortage of Pastrycooks in Victoria, stating that the number of retail outlets across the state is far greater than the number of qualified Pastrycooks available. Employers said it is hard to attract new apprentices and difficult to retain staff. Employers commented that new apprentices and experienced Pastrycooks become dissatisfied with the early starts, weekend work, the relatively low pay structure and lack of career path. A small number of employers were seeking highly skilled artisans and were experiencing difficulties filling this type of vacancy. These employers stated that an apprentice was not an option for their business because they required the expertise of qualified and experienced Pastrycooks. A number of regional employers were willing to employ non-qualified staff in order to meet business demand. Industry contacts advised that there are a number of initiatives underway in Victoria that aim to raise the image of the industry and to attract apprentices. They supported the introduction of business management content in accredited courses as this may help to create solid career pathways within the industry and diversify employment options for Pastrycooks. Industry contacts advised that they are working with employers to promote inclusive roles in the workplace which will not only enable Pastrycooks to develop their trade skills but also assist staff in developing business experience that can be utilised in their current workplaces or to assist Pastrycooks in commencing their own business ventures.

Labour market outlook

It is anticipated that shortage in the supply of Pastrycooks in Victoria will continue over the next six to twelve months.