

<b>Restaurant and Catering Manager</b>	<b>Australia</b>
<b>ASCO Code:</b> 3321-11	January 2008
<b>Labour market rating</b>	Shortage
<b>Comment:</b>	

### **Occupational demand**

Australian Bureau of Statistics (ABS) Labour Force Survey (LFS) data show employment of restaurant and catering managers has been fairly flat over the last five years, increasing by 1.7 per cent to number about 53 000. The major employing industry is Accommodation, Cafés and Restaurants, which employs 70 per cent of restaurant and catering managers. Useful indicators of demand for restaurant and catering managers are the number of such businesses, the turnover of those businesses and the household expenditure on catering services. ABS statistics indicate the number of businesses increased by 3.6 per cent between June 2004 and June 2007 and that financial turnover in the hospitality sector has steadily increased over the last five years. ABS statistics also indicate that household expenditure on catering services increased by 37 per cent over the last five years. Given employment growth has not kept pace with these indicators they suggest strong demand for restaurant and catering managers.

### **Occupational supply**

Entry paths to this occupation vary, with many employers commenting that while formal qualifications in hospitality or management are desirable, experience in the Accommodation, Cafés and Restaurant industry, particularly in restaurants, is the main requirement. ABS Education and Work data indicate slightly more than half of restaurant and catering managers do not hold post-school qualifications, 14 per cent hold a Bachelor degree and another 12 per cent hold Certificate III/IV qualifications. Overseas departures and arrivals information from the Department of Immigration and Citizenship shows the net gain from overseas migration of restaurant and catering managers has increased over the past few years, numbering 50 in 2004-05, 120 in 2005-06 and more than 200 in 2006-07. However, given the occupation's large employment size, net migration makes a relatively small contribution to the occupation.

ABS LFS data also show the median age for restaurant and catering managers (41 years) is significantly higher than the median age for waiters (21 years) suggesting it may be a career path for more experienced waiters.

### **Employer and industry comments/current labour market**

A survey of employers who had recently advertised for restaurant and catering managers was undertaken for this report. Nationally, slightly more than half of the vacancies surveyed were filled within four weeks of advertising. On average, there were ten applicants for each vacancy, with an average of almost two applicants per vacancy considered by employers to be suitable for their advertised positions.

The majority of employers did not require completion of formal training but stated that experience was essential. Most employers from larger hotel chains had no difficulty recruiting, which they felt was due to reputation and recruiting internally, offering staff career paths. The main reasons offered by employers for vacancies remaining unfilled were a lack of applicants with industry experience, applicants who did not have adequate knowledge of financial and strategic planning and applicants seeking higher pay than was offered by employers. Many employers stated recruitment through word of mouth or head hunting were the most successful methods.

### **Labour market outlook**

The labour market for this occupation is unlikely to change in the short term.