

<b>Pastrycook</b>	<b>South Australia</b>
<b>ANZSCO Code:</b> 3511-12	September 2009
<b>Labour market rating:</b>	Shortage
<b>Comment:</b>	

### **Occupational demand**

According to the 2006 ABS Census, there were around 410 employed Pastrycooks in South Australia (SA) and around 48 per cent were employed in the manufacturing industry, particularly in bakery products manufacturing. A further 28 per cent were employed in retail trade and 15 per cent in accommodation and food services. Employment in the bakery product manufacturing industry has expanded over recent years. A broad indicator of demand for Pastrycooks is the value of turnover among food retailers. Over the twelve months to June 2009, total South Australian expenditure on food increased 2.6 per cent (in seasonally adjusted terms). Over a similar period, ABS Labour Force Survey data shows the number of employed Bakers and Pastrycooks (combined) increased. Most employers reported the economic downturn had not impacted significantly on their businesses, though there had been some reduction in sales. DEEWR's count of skilled vacancies revealed the number of newspaper advertisements for Pastrycooks fell by 25 per cent in 2008-09. Some employers were of the view this may be a misleading indicator since it is difficult to attract good applicants through newspaper advertisements. These employers prefer to recruit either through word of mouth or through TAFE.

### **Occupational supply**

The supply of Pastrycooks from formal training has remained low for more than a decade. In the past four years, there has been an average of nine persons per annum commencing a contract of training in pastry cooking. However, since around 60 per cent of trainees do not complete their training, the number of completions has averaged around three per annum. Based on historical data, the number of future training completions is anticipated to remain at around this level. ABS Census data shows almost half of all employed Pastrycooks have no applicable qualification, indicating supply from informal sources (such as on-the-job training) is high. Net migration represents a further potential supply to the workforce.

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

A survey of employers who had recently advertised for Pastrycooks showed the percentage of vacancies filled within four weeks was 38 per cent, and represents a substantial decrease from the fill rate of 75 per cent recorded a year ago. On average, there were 7.9 applicants per vacancy, compared to 4.5 in 2008, and 1.1 suitable applicants per vacancy, compared to a ratio of 1.0 a year ago. Unsuitable applicants were rejected for a variety of reasons, including lack of relevant work experience, deficient English skills, or poor attitude displayed during trial work placements or at interview. Some employers also reported frustration with job applicants who failed to show up for work as arranged. Experience and competence were rated as more important than trade qualifications. Some employers advised they were prepared to up-skill workers who could demonstrate aptitude and the 'right attitude'. Employers also indicated difficulties in attracting and retaining staff due to the requirement to begin work in the early morning. Overall, the low vacancy fill rate supports a current labour market rating of 'shortage'.

### **Labour market outlook**

In relation to demand, on-going population growth will provide support for the expansion of food products and services. With regards to occupational supply, it is expected the formal supply of skilled labour will remain steady over the next few years. Therefore, current shortages are expected to persist over the next twelve months.