

<b>Pastrycook</b>	<b>Queensland</b>
<b>ANZSCO Code:</b> 3511-12	November 2009
<b>Labour market rating:</b>	Shortage
<b>Comment:</b>	

### **Occupational demand**

Pastrycooks prepare, bake and decorate cakes, biscuits and pastry goods. In Queensland, the majority of Pastrycooks work in bakeries, cake shops and supermarkets in the retail industry, although opportunities exist in manufacturing and accommodation, cafés and restaurants. The State's growing multi-cultural and cosmopolitan culture has driven consumer appetite for more diversified and higher quality pastry products and increased the popularity of coffee shops and cafés. Contacts advised, despite the global recession, demand for high quality pastry products remained steady as consumers replace dining out with lower-cost indulgences. Trend data from the Australian Bureau of Statistics shows, while turnover from cafes, restaurants and takeaway food services dropped marginally over the year to September 2009, turnover from food retailing increased by almost 10 per cent over the same period.

### **Occupational supply**

Formal entry to this trade is via the completion of a three year apprenticeship in Hospitality (Patisserie) or Food Processing (Retail Baking - Cakes and Pastry). The Queensland Department of Education, Employment and Workplace Relations data show Pastrycook apprenticeship commencements averaged around 37 each year between 2003 and 2006, before increasing to 53 in 2007. The numbers of Pastrycooks completing their training has decreased significantly over the past five years, from 109 in 2003 to 5 in 2007. Immigration may play some part in supply, with data from the Department of Immigration and Citizenship showing a net gain of 67 self-identified bakers and Pastrycooks to the Queensland workforce in 2007-08.

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

Overall, 64 per cent of vacancies for Pastrycooks were filled within four weeks of advertising, with wholesale pastry manufacturers reporting greater difficulties in filling vacancies than retail bakeries. Around two thirds of all applicants were considered unsuitable due to a lack of experience, poor presentation or insufficient skills. While some employers reported receiving higher numbers of applications compared to previous years, they advised many applicants were graduates of patisserie courses with no paid work experience. All contacts advised the demanding nature of early starts, hot conditions and the low remuneration compared with other trades makes it difficult to attract and retain tradespeople and apprentices. Several respondents noted apprentices indentured to businesses involved in the mass production of bakery items failed to gain the skills necessary to work in specialist pastry production. Industry training bodies advised as competition increases at the higher end of the market, restaurants are returning to in-house production of pastries as a point of difference, increasing demand for experienced Pastrycooks. To overcome the shortage of qualified Pastrycooks, some employers employed qualified bakers, engaged experienced bakery assistants who can be trained to perform more basic tasks or were considering investing in new technology to reduce reliance on skilled tradespeople.

### **Labour market outlook**

The Office of Economic and Statistical Research forecasts a modest increase in household consumption over the next year and demand for Pastrycooks in Queensland is expected to continue to grow in line with the State's expanding population and subsequent growth in consumer demand for pastry products. While there may be some contribution to supply from immigration, apprenticeship numbers have declined and shortages are expected to persist over the next year.