

<b>Baker</b>	<b>Australian Capital Territory</b>
<b>ANZSCO Code:</b> 3511 - 11	August 2009
<b>Labour market rating:</b>	Shortage
<b>Comment:</b>	

### **Occupational demand**

ABS Census data from 2006 show there were around 180 Bakers in the Australian Capital Territory (ACT), a decline of 11 per cent from the 2001 Census. However, demand for Bakers in the ACT remains strong. The DEEWR Internet Vacancies Index for the ACT showed a marked increase in the number of advertised vacancies for Bakers and Pastry Cooks over the two years to April 2009. ABS Census data show 50 per cent of Bakers work in the manufacturing segment, 25 per cent work in the supermarket and grocery store retailing sector and a further 16 per cent work in the specialised food retailing sector.

### **Occupational supply**

At present, new entrants into this occupation typically complete a Certificate III or IV level qualification, often including an apprenticeship. ABS Census data show in 2006 36 per cent of those in the ACT baking industry held a Certificate III level or higher qualification while 54 per cent of the industry had no post-school qualification. National Centre for Vocational Education Research data show completions of pastry cook and Baker qualifications in the ACT have averaged 14 completions per year over the three years to 2008. ABS Census data show 54 per cent of Bakers in the ACT were aged 15-29 years, although many employers commented there was a lack of new apprentices and entrants to the profession, which was attributed to difficult working conditions including irregular hours. Department of Immigration and Citizenship data show there has been little gain to this labour market through migration in recent years

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

A DEEWR Survey of Employers who had Recently Advertised (SERA) for Bakers in the ACT was undertaken for this report. Survey results showed 57 per cent of advertised vacancies were filled within four weeks. Employers received on average 7 applicants per vacancy with 1.3 applicants per vacancy considered suitable by employers. Employers usually required a formally qualified Baker, however some employers mentioned as it was difficult to find qualified Bakers they would hire an experienced Baker who passed a trade test. Applicants were considered to be unsuitable for a number of reasons including a lack of trade qualifications and a lack of experience. While some vacancies were filled, there was a consensus among employers it is usually very hard to find suitable applicants and some vacancies had been advertised for several months. Employers generally attributed the shortage of qualified Bakers to a lack of new apprentices as well as poor retention rates of qualified Bakers who left the industry to pursue more lucrative careers or because of poor work conditions.

### **Labour market outlook**

It is unlikely labour market conditions for Bakers in the ACT will change significantly over the next six months.