

Pastrycook	Western Australia
ANZSCO Code: 3511-12	September 2009
Labour market rating:	Recruitment difficulty
Comment: <i>Employers find it difficult to employ suitably experienced and qualified staff required for restaurants. No shortage of Pastrycooks with supermarket training standards though difficulties exist for these workers moving into the restaurant labour market.</i>	

Occupational demand

The Australian Bureau of Statistics (ABS) 2006 Census data has shown in Western Australia (WA), 37 per cent of Pastrycooks work in the industry division of manufacturing, while retail trade accounts for another 26 per cent. A further 23 per cent are classified as working in accommodation and food services. ABS data has also indicated the number of Pastrycooks in WA had increased between 2001 and 2006 by eight per cent to 835. Approximately 80 per cent of Pastrycooks are employed in the Perth metropolitan area. The DEEWR Skilled Vacancy Count of newspaper advertisements shows the number of vacancies for Pastrycooks has been consistently low from late 2007 until July 2009, with some editions recording no vacancies for Pastrycooks.

Occupational supply

Formal supply is by way an apprenticeship in Pastrycooking which involves completion of TAFE study at the Certificate III level in Pastrycooking or a combined course in Pastrycooking and Baking. Apprenticeship completions for the year 2008-09 totaled 39 (25 plus 14), an increase from the 2007-08 total of 36 (12 plus 24), while in 2006-07 a total of 33 (15 plus 18) completed the qualification. ABS 2006 census data shows 48 per cent of Pastrycooks have completed a certificate III or above. Many have no formal qualifications and 18 per cent had completed year ten or below. Overseas migration has provided a net gain to WA of Bakers and Pastrycooks (combined data only available) in 2007-08 of 87 persons, while in 2006-07 overseas migration provided a net gain of 46.

Employer and industry comments/current labour market

A DEEWR survey of employers who had recently advertised for Pastrycooks showed 67 per cent of vacancies were filled within four weeks of advertising. There were 18 applicants per vacancy of whom approximately three per vacancy were considered by employers to be suitable. Overall employers reported applicants were not suitable because even though they had qualifications they lacked the specific skills required. Employers who operated restaurants reported difficulty in locating applicants who were highly skilled in making cakes and restaurant quality pastries. Those who are appropriately skilled tended to move to the eastern states to enhance their career prospects. Employers pointed out Pastrycooks who work for large food chain based manufacturers were not exposed to working with a wider array of products. As a result it was difficult for potential employees to move from working in a supermarket environment to working at a quality restaurant. According to high-end restaurant employers this has reduced the availability of highly skilled Pastrycooks for the hospitality sector. The consensus of most employers contacted was they would prefer to recruit experienced Pastrycooks from overseas instead of training local people. They were of the opinion the supporting training courses only catered for the supermarket chain style kitchens rather than a complete package which incorporated restaurant level skills. Other employers who were looking for people to work in retail outlets reported no difficulty with recruitment. There was no discernable difference between metropolitan and regional based recruitment drives available for this report.

Labour market outlook

Recruitment difficulties exist for the specialised and experienced Pastrycooks for the restaurant industry. With a small supply of new apprentices, the demand for quality Pastrycooks is likely to continue for the long term as the WA population continues to grow and disposable income remains high.