

# ANZSCO 3513-11 Chef

Victoria  
October 2017

## Current labour market rating

Previous labour market rating (October 2016)

## Regional Shortage

Recruitment difficulty (fine dining establishments)

## Comments

*The survey found a shortage of chefs across regional Victoria.*

## Survey results<sup>1</sup>

- The proportion of vacancies filled was 57 per cent, a decrease since last year's five year peak result of 80 per cent.
- Despite this, the average number of applicants (15.2) and suitable applicants (2.2) per vacancy increased since last year (4.4 and 1.3 respectively), with the average number of suitable applicants per vacancy result marking a five year peak.
  - The proportion of vacancies filled in metropolitan areas was higher than in regional areas (62 and 50 per cent respectively), with metropolitan employers receiving more suitable applicants per vacancy, on average, than regional employers (2.4 and 1.9 respectively).
- A regional shortage was evident for this occupation in 2014 and a metropolitan shortage was evident in 2015.

## Unfilled vacancies

- Almost half of regional employers received no suitable applicants meaning they were unable to fill their vacancies.
- Several metropolitan employers were unable to fill their vacancies despite receiving at least one suitable applicant. Reasons employers were unable to fill their vacancies included:
  - The preferred applicant found other work prior to commencing in the role;
  - The employer and preferred applicant were unable to agree on remuneration levels; or
  - The preferred applicant was unable to commence in the role for personal reasons.

## Employer requirements

- Employers were mainly seeking to fill commis chef, chef de partie and sous chef vacancies across a variety of cuisine types (e.g. Asian, French, Italian, modern Australian and modern international) and food service settings (e.g. restaurants, licensed cafes, hotels, breweries/wineries and aged care facilities).

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<sup>1</sup> The methodology underpinning this research is outlined at [Skill Shortage Research Methodology | Department of Jobs and Small Business - Document library, Australian Government](#) and can also be accessed by the QR code.



- All employers sought qualified and experienced chefs. Approximately one third of employers were seeking chefs with three or more years' experience outside of their apprenticeship, especially for chef de partie and sous chef roles, while half of employers did not stipulate a minimum duration of experience provided the requisite skillset was evident.
- Employers sought a wide array of skills and attributes, including a commitment to hygiene and food safety; an ability to develop and cost menus; excellent communication skills; creativity; the capacity to thrive in a high-paced, high-volume environment; and the flexibility to work rotating rosters, night shifts and weekends.

#### Unsuitable qualified applicants

- Almost 50 per cent of applicants were qualified, however, 71 per cent of these were considered unsuitable.
  - The main reason for unsuitability among qualified applicants was a lack of relevant industry experience and the next most common reason was a lack of demonstrable skills.

#### Other comments

- Most employers felt that the available supply of quality chefs has recently diminished and that a key deterrent to future supply was the working hours (e.g. night shifts and weekend rosters) typical of the occupation.

#### **Demand and supply trends**

- Based on the indicators below, demand appears likely to continue growing as supply decreases.
- Demand for chefs is primarily driven by cafes and restaurants within the accommodation and food services industry.<sup>2</sup>
  - The number of cafés and restaurants operating in Victoria increased by 6.9 per cent over the year to June 2016.<sup>3</sup>
  - Data for July 2017 show that, some fluctuations notwithstanding (including a recent downturn), the Victorian restaurant, café and catering sector has grown over the previous five years.<sup>4</sup>
  - International visitors rose by 8 per cent in the year ending June 2017, compared with the previous year, and their expenditure for food, drink and accommodation rose by 11.1 per cent.<sup>5</sup>
  - In the year to September 2017, there was an increase of 13.3 per cent in spending by international visitors in Victoria, higher than the national average of 10.4 per cent.<sup>6</sup>
  - Internet vacancies for chefs have trended down since reaching a five year peak in August 2016.<sup>7</sup>
- An apprenticeship is the main pathway into this trade, although chefs usually have a higher skill level gained through experience and, sometimes, further training.
- Commencements and completions have both declined since reaching peak levels in 2014, by 43 per cent and 32 per cent respectively.<sup>8</sup>

<sup>2</sup> Australian Bureau of Statistics (ABS), *2011 Census, Occupation by Industry of Employment*

<sup>3</sup> ABS, *Counts of Australian Businesses*, including Entries and Exits, June 2012 to June 2016

<sup>4</sup> ABS, Cat. No. 8501.0, *Retail Trade, Australia*, Table 13. Retail Turnover, State by Industry Subgroup, Jul 2017, trend)

<sup>5</sup> Austrade, *Tourism Research Australia: International Visitors in Australia*, Year Ending June 2017

<sup>6</sup> Business Victoria, *International Visitor Survey*, September 2017

<sup>7</sup> Department of Employment, *Internet Vacancy Index*, August 2017, 12 month moving average

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<sup>8</sup> National Centre for Vocational Research (NCVER), *Apprentices and Trainees*, March 2017, estimates (Certificate III)