

ANZSCO 3511-11 Baker

South Australia December 2017

Current labour market rating

Shortage

Previous **National** labour market rating (December 2016)

Shortage

Comments

Most vacancies were not filled. Employers reported a shortage of qualified, experienced and suitable applicants.

Survey results¹

- In 2017, employers generally attracted a low number of applicants. Few applicants were trade qualified and able to demonstrate the skills employers required.
- The South Australian results for 2017 are comparable to the 2016 National survey results, where the occupation was assessed as being in shortage nationally.²
- There was an average of 4.7 applicants per vacancy, of whom 1.7 were qualified and 0.8 were considered suitable.
- Seventy-six per cent of vacancies were unfilled.
 - In general, supermarket chains reported ongoing difficulty attracting candidates and recruiting bakers, when compared with other employers.
 - On average there were 1.1 applicants per vacancy for supermarket chains, and 7.9 applicants per vacancy for other employers.
- Given the low number of suitable applicants per vacancy and low proportion of vacancies filled, the labour market for bakers is rated as being in shortage.

Employer profiles

- Vacancies surveyed were a range of businesses including independent, franchise, and supermarket chain bakeries.

Qualifications

- Entry to the trade is usually through completion of a Certificate III in Retail Baking or similar qualification, which can be undertaken as an apprenticeship. Non apprenticeship courses are also available through the vocational education and training system.

¹ 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

² Survey not previously completed for South Australia, completed at a National level, Department of Jobs and Small Business, *ANZSCO 3511-11 Baker Australia*, October 2016

Employers' requirements

- All employers sought qualified bakers.
 - Employers generally preferred candidates with apprenticeship qualifications.
 - Supermarket chains reported apprenticeship qualifications were essential, generally due to the demands of the role which included a requirement to supervise apprentice bakers.
- All employers preferred experienced applicants.
 - Fifty percent of employers indicated a willingness to consider applicants with no experience outside of their trade qualification, due to ongoing difficulties recruiting bakers.
- The majority of employers required bakers with general baking skills, including moulding and mixing from raw ingredients. Franchise bakeries sought bakers with specialist skills and experience, particular to franchisee requirements.
- Expected shifts for bakers include early morning starts, afternoon and night or overnight shifts, over a combination of weekdays and weekends.
- Employers generally required applicants to complete an interview and work trial to assess their skills.
- Some employers suggested unsociable work hours, low pay (compared with other trades), and work life balance issues attracted fewer people to the occupation, and made it difficult to recruit and retain qualified bakers.
- Some employers expressed dissatisfaction with the skill level of recently qualified bakers, stating poor quality apprenticeship training exacerbated difficulties in finding suitable candidates.

Unsuitable applicants

- The key reason for applicant unsuitability was a lack of qualifications.
- There were few qualified applicants and a proportion were considered unsuitable due mainly to
 - lacking experience in the occupation.
 - lacking particular skills employers required.
- Some employers indicated a proportion of applicants had skills baking with pre-made dough only and were unable to demonstrate skills in baking from raw ingredients.
- Some applicants had skills in baking bread only and lacked skills in baking cakes, pastries, pies and other general bakery items.

Demand and supply trends

- After steady vacancy counts in 2014–2016, the number of vacancies for bakers and pastry cooks (separate data are not available) fell moderately in the year to September 2017. Considering historical trend data, vacancy numbers since late 2013 have been at a low level suggesting demand for these trades is subdued.³
- After falling to their lowest level since May 2007 in the year ending May 2016, commencements increased in 2017 and remained steady and just below the five-year average in 2017.

³ Department of Jobs and Small Business, *Internet Vacancy Index*, 12 month moving average, August 2016

- Completions increased in the year to May 2017 after falling to their lowest level in May 2016 since May 2007.⁴ Completions in 2017 were lower than the five and ten year averages of the preceding period.

Outlook

- National shortages have been persistent and there is no indication supply will be boosted in the short term, or that there will be any marked fall in demand, so there is unlikely to be significant change in this labour market over 2018.

⁴ NCVER, *Apprentices and Trainees*, March 2016, estimates, certificate III qualifications aligned to Bakers