

## Longitudinal Study of Student Outcomes – Commercial Cookery Wave 2 Insights

[PLEASE NOTE THAT THIS SURVEY WAS CONDUCTED IN LATE 2019, PRIOR TO COVID-19]

### Introduction

**Job satisfaction amongst recent Commercial Cookery graduates is high, with the majority enjoying the opportunity to take on responsibility and the challenging nature of the work.**

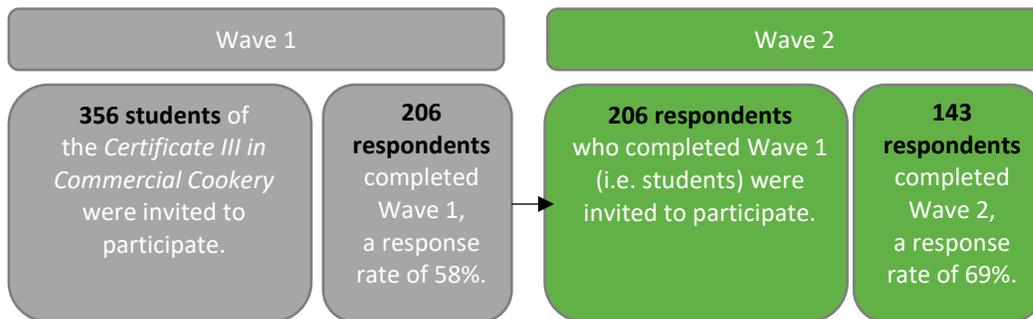
Commercial Cookery has been experiencing workforce shortages, and the forecasts (prior to COVID-19) had indicated strong growth over the next five years, with the number of chefs and cooks in total projected to grow from 139,300 to 159,400 by 2024.<sup>1</sup>

In 2018 students and recent graduates of the *Certificate III in Commercial Cookery* were invited to take part in a longitudinal study to explore their experiences as they moved into the workforce.

Wave 1 revealed that a passion for cooking, in addition to the ability to get a job, were reasons for undertaking the qualification. Wave 1 also found satisfaction with the qualification was high.

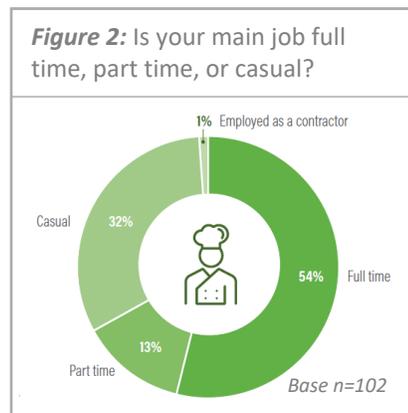
**Wave 2 focused on employment outcomes and explored the experiences of graduates working in the Commercial Cookery sector.**

**Figure 1:** Longitudinal Study into Student Outcomes – Wave 1 and Wave 2 Recruitment and Completion



### Employment Status

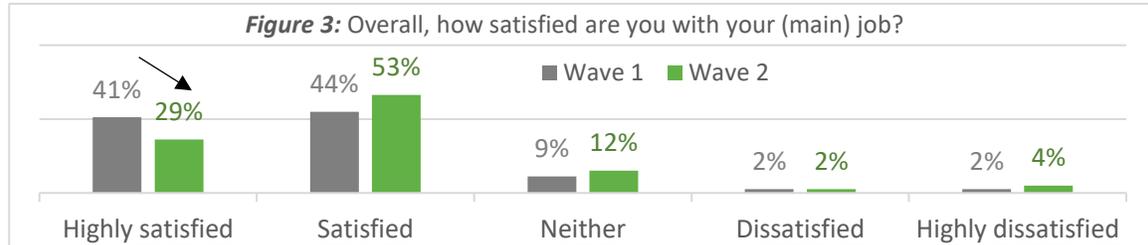
- Seven in ten students had completed their qualification by Wave 2 (69%) and **three in four were employed in the Commercial Cookery sector (75%)**
- Only half were in full-time employment (54%), while a further **one in three were employed as a casual** and **one in eight worked part time** (13%)
- One in seven (15%) were **working in two or more jobs**
- **Average no. of working hours** - 30–39 hours per week
- **Average annual income** - \$40,000 to \$50,000 (pre-tax and excluding superannuation).



<sup>1</sup> Department of Education, Skills and Employment (2020) *2019 Occupational Projections – five years to May 2024*. Available at: <https://lmip.gov.au/default.aspx?LMIP/GainInsights/EmploymentProjections> [Accessed 28 July 2020] NOTE: These forecasts were made prior to the COVID-19 pandemic.

### Insight 1 - Job satisfaction

- **Job satisfaction is very high** amongst those respondents working in the Commercial Cookery sector. Whilst job satisfaction has remained high across Wave 1 and Wave 2 (85% and 82% respectively), **incidences of ‘highly satisfied’ have fallen** from 41% to 29% (see **Figure 3**). The levels of enthusiasm for a job in Commercial Cookery seem to have diminished over the duration of employment.



Sample: Wave 1 (n=156); Wave 2 (n=102).

- **Workplace and motivational factors used to measure job satisfaction were scored as follows in descending order** (net satisfaction rates displayed):

- |  |   |   |
|--|---|---|
| <ol style="list-style-type: none"> <li>1. 87% Interpersonal relations</li> <li>2. 85% Opportunities for autonomy</li> <li>3. 85% Opportunities for challenge</li> <li>4. 83% Work conditions</li> <li>5. 77% Recognition of work</li> <li>6. 75% Opportunities for growth</li> <li>7. 67% Work schedule</li> <li>8. 64% Pay</li> </ol> | <div style="font-size: 2em;">}</div> <div style="font-size: 2em;">}</div> <div style="font-size: 2em;">}</div> <div style="font-size: 2em;">}</div> | <p>Key <u>workplace and personal motivation factors</u> influencing job satisfaction and retention which scored highly</p> <p>Key <u>personal motivational</u> factors influencing job satisfaction and retention which scored relatively highly</p> <p>Important <u>workplace factors</u> where sizeable proportions indicated dissatisfaction with work schedules (net dissatisfied 7%) and pay (net dissatisfied 14%).</p> |
|--|---|---|

- **Commercial Cookery is challenging** and provides opportunities to develop working relationships as well as to experience autonomy and challenges in the workplace. Issues with pay and demanding work schedules, however, may be drivers for workers to exit the sector.

### Insight 2 - Likely to recommend the Commercial Cookery sector

- **Students and recent graduates are highly likely to recommend the Commercial Cookery sector** (net likely to recommend 85%). The main reasons for recommending the industry include good career/job opportunities (46%), and the fact that it is a personally rewarding industry (39%).

*‘If you are passionate about cooking you can become so much after attaining this qualification.’*

*‘You can work anywhere in the world.’*

### Insight 3 - Reasons for leaving the Commercial Cookery sector

- A small number of respondents had decided to leave the sector in Wave 2 (n=10 respondents). Reasons for leaving included **pay**, and the **work not being stimulating**.

### Insight 4 – Intention to stay in the Commercial Cookery sector

- **Intention to stay in the Commercial Cookery sector remained stable between Wave 1 and Wave 2** (from 82% to 80%).

**CONCLUSION:** Whilst recent graduates and workers in Commercial Cookery remain relatively satisfied with their jobs, early insights show that negative experiences over time with workplace factors such as **pay**, the **work schedule** and the **work not being stimulating** are prompting individuals to leave the sector.