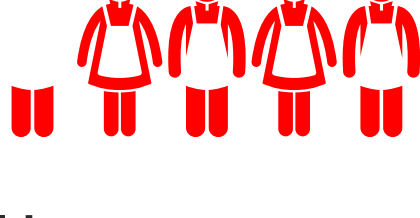


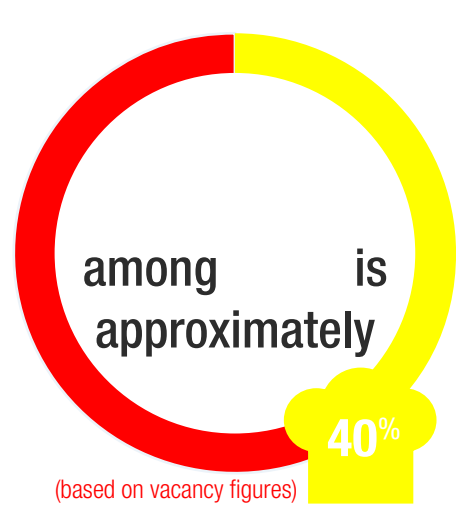
The chef shortage: A solvable crisis?

What is the extent of the chef shortage?

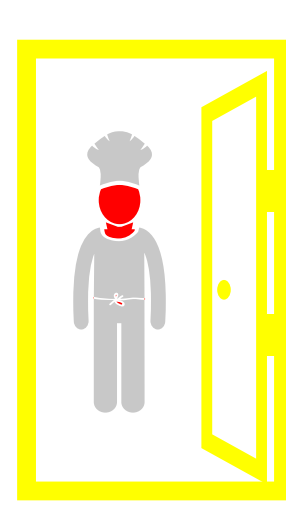
Projections suggest that we need an **additional 11,000 chefs** over the next five years



of these jobs will be **4,290 production chef** roles and



Approximately **40%** of chefs are in **production** roles, which means that the sector loses nearly **4,290** chefs a year and churns the remaining



(*based on the interviews for this research)

There were **28,390 chef students** in 2015/16. This is nearly **10%** as many chef students as are needed to meet the current projections of **11,000** needed by 2022.



So why is there a chef shortage?



Increased demand for chefs



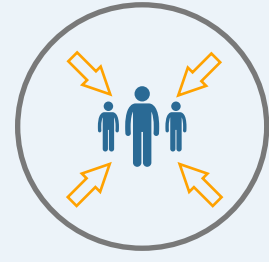
Too few chef apprentices entering the sector



The changing nature of chef roles



Too few full-time chef students entering and staying in the sector



A shrinking **labour pool**

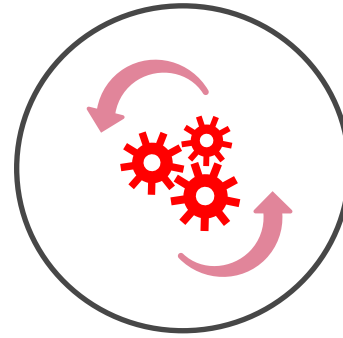


The changing nature of **chef turnover and chefs leaving** the profession

What's the impact of the shortage?



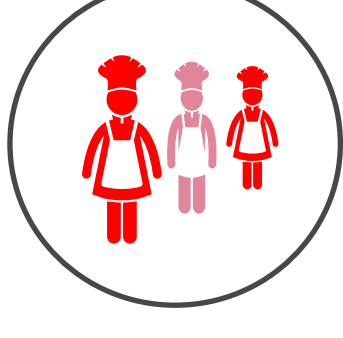
Impact on **business** strategy



Re-engineering and de-skilling **operations**



Vicious circle of longer hours



Reliance on **agency workers** and the attraction of becoming a temporary agency chef



Chefs being **over-promoted**



Reliance on migrant workers



Wage **inflation**

What needs to be done to address the shortage?



An **integrated** careers campaign



Creating a **quality** workplace



Early age **interventions**



Job and operational **re-engineering**



Maximising the **opportunities** from colleges



Recruiting internationally

The way forward requires a joined-up approach with action at a business level, across the sector as a whole and by government. It also demands a holistic approach that doesn't just focus on a careers campaign, but also on why we continue to lose talented chefs.

To get involved visit:
www.people1st.co.uk/chef-shortage

info@people1st.co.uk www.people1st.co.uk 020 3074 1222