

# 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



**6,710** of these jobs will be **classical chef** roles and **4,290 production chef** roles

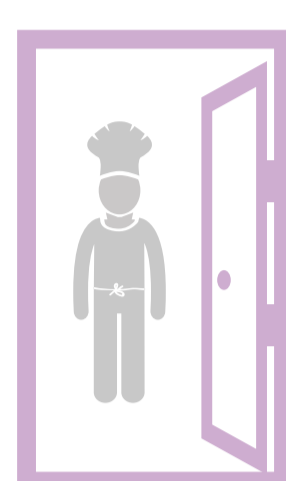
Labour turnover among chefs is approximately

40%

(based on vacancy figures)

Approximately **20%\*** of chefs are **leaving** the profession, which means that the sector loses nearly **19,000** chefs a year and churns the remaining **75,000**

(\*based on the interviews for this research)



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

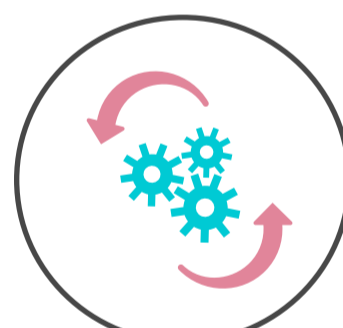


The changing nature of **chef turnover and chefs leaving** the profession

## What's the impact of the shortage?



Impact on **business strategy**



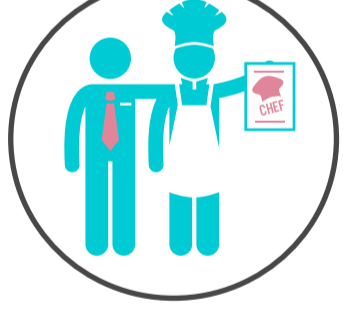
Re-engineering and de-skilling **operations**



**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:  
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