



Draft Core Skills Occupations List Consultation Clubs Australia Submission

Clubs Australia welcomes the opportunity to comment on the draft core skills occupations list (CSOL) developed by Jobs and Skills Australia (JSA).

Clubs Australia represents 6,000 licensed clubs that employ more than 140,000 people. Clubs are not-for-profit, member-owned organisations whose central activity is to provide sporting and recreation infrastructure to their members and the wider community. Clubs also provide facilities such as dining establishments and food offerings that support local communities utilising the club premises.

This submission is supported by the RSL and Services Clubs Association and Leagues Club Association.

A survey was sent to member clubs to understand skill shortages in the industry and their use of the migration system to inform this submission.

Clubs Australia recommends that the following occupations be included on the CSOL:

1. Chefs (351311) and cooks (651411)
2. Sports turf managers (362312)
3. Licenced Club Managers (141411)
4. Restaurant and Café Managers (141111)
5. Carpenters (331212)

1. Chefs and Cooks

Food offerings serve as a critical revenue stream for clubs and support their ongoing viability, however, clubs continue to struggle to fill chef and cook positions in the domestic labour market. Of the member clubs that responded to the Clubs Australia survey, over 96 per cent of clubs advised they had experienced a shortage of chefs and cooks over the last two years. Clubs also provided evidence that they cannot get trade-qualified chefs from anywhere within Australia.

The low completion rate for food trade apprenticeships influences this shortage. In 2017, the completion rate for food trade apprentices was over twelve per cent lower than the reported national average.¹ Factors contributing to food trade apprenticeship retention include poor working conditions (e.g., customer abuse), unappealing work

¹ National Centre for Vocational Education Research. 2021. 'Completion and attrition rates for apprentices and trainees 2021'. pp.3-7.



hours, off-the-job training inflexibility, and minimal support for employers and employees.

The club industry was also significantly impacted during COVID-19 and skills shortages persist and are forecast to into the foreseeable future, particularly in regional areas.

The reliance on skilled migrants to fill the gap in the domestic market for chef and cook positions is critical. 69 per cent of clubs that responded to Clubs Australia's survey advised they had used migrant and/or employer-sponsored visas to fill these shortages. Clubs also provided feedback that bringing in chefs and cooks on skilled visas provides great opportunities and that they are willing to assist them in growing in Australia.

As an example, Armidale Ex-Services Club has two premises in regional New South Wales and employs seven chefs and cooks, six of whom are employed on either a temporary skilled visa or employer-sponsored visa, who often stay for two to three years. If chefs and cooks were not included in the CSOL, the Club noted the following impacts if their bistro would have to shut due to being unable to fill the positions resulting in:

- \$1,000,000 reduction in annual revenue;
- A minimum of 12-15 employees losing their jobs; and
- Social and economic offerings at the Club would be impacted, which would flow on to the community, including wakes, seniors visiting days and families who come in for dinner promotion nights.

The importance of chefs and cooks being included on the CSOL is critical to the viability of clubs who overwhelmingly have and do rely on immigrant qualified individuals to fulfil these roles. All respondents to the Clubs Australia survey noted they will be using the migration system to fill the skilled shortage position of chefs and cooks in the future. Clubs have also indicated they will struggle to sustain their food offerings in the future if they cannot utilise the skilled migration system.

Clubs Australia recommends that chefs and cooks be included on the CSOL.

2. Sports turf managers

Clubs across Australia offer various recreational facilities, including lawn bowls and golf courses. Sports turf managers are crucial in maintaining these facilities for members and guests and ensuring the club can continue to offer these key community assets.



Clubs Australia recommends that sports turf managers be included on the CSOL. Some clubs that responded to Clubs Australia's survey noted they are struggling to fill these skilled positions.

Clubs Australia recommends that sport turf managers be included on the CSOL.

3. Licensed Club Managers

Licensed club managers are responsible for organising and controlling the club's operations and play a key role in the club workforce. Clubs Australia supports the inclusion of licenced club managers on the 'confident draft CSOL' list and recommends that they be retained on it.

Clubs Australia supports that licenced club managers are on the confident on CSOL and should be included on the final CSOL.

4. Restaurant and Café Managers

Restaurant and café managers play a pivotal role in the success of clubs, overseeing daily operations, ensuring customer satisfaction, and upholding food service standards. Clubs across Australia are continuing to diversify their service offerings to meet the demand for quality dining experiences.

Clubs are facing challenges in filling these crucial positions within the domestic labour market. Over the past three years, job advertisements for restaurant and café managers in the hospitality sector have increased by 35%, yet the supply of qualified candidates has not kept pace. Addressing this shortage is essential to sustain the growth and viability of clubs, enabling them to continue delivering exceptional services and contributing to local communities.

Clubs Australia recommends that restraint and café managers be included on the CSOL.

5. Building Services

Clubs are significant users of building services. Clubs Australia has received feedback from member clubs that are finding it challenging to secure building services to facilitate construction work at their venues.



Clubs Australia recommends that consideration be given to including carpenters and other building services on the CSOL.

Concluding Remarks

Clubs Australia appreciates the opportunity to provide a submission on this matter. Should you wish to discuss this matter further, please contact Alison Tehan, Deputy Executive Manager, at [REDACTED].