



# Le Cordon Bleu Industry Survey

The outlook for the culinary and hospitality industry is an area of focus for Le Cordon Bleu. As we train and nurture the next generation of chefs and hospitality professionals, it is important to understand what the industry landscape looks like as we prepare them to join the workforce.

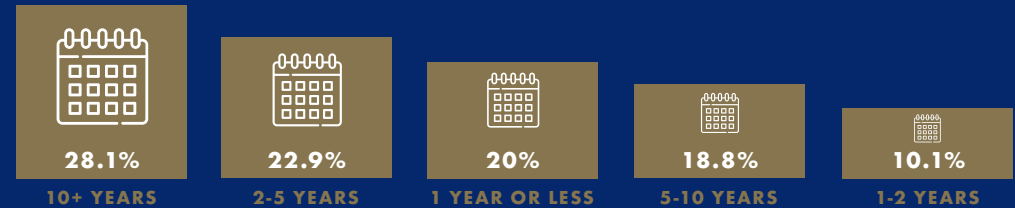
Brexit and the COVID-19 pandemic brought hard times for the industry, and we are still dealing with the long-term effects of this. Individuals working in the culinary and/or hospitality industry were invited to share their experiences of working in the field and give some insight into the effect that turbulent times have had on their workplaces.

## A career choice

Despite the challenging times of recent years, our data has revealed that a majority of people asked who work in culinary and hospitality have chosen it as a career path, rather than short term work.

Over 47% of people had more than 5 years' experience with 49% of responders in full time employment, and a further 27% self-employed. 84 % of people said they are relatively satisfied within their current roles.

### Experience



“The desire to work in culinary and hospitality remains strong, and people are keen to build a career in the industry. There will always be a demand for excellent food and service, so talented individuals dedicated to their craft will always be needed too.”

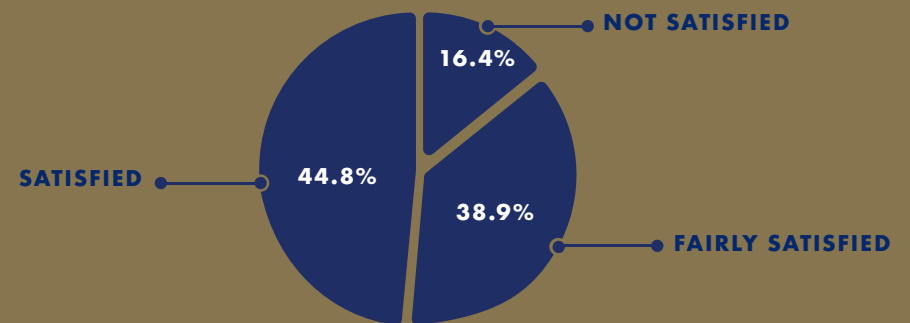
*Emil Minev, Head of Institute - Culinary Arts Director*



Culinary and hospitality are a fantastic environment in which people can progress up the career ladder. There are many opportunities to learn on the job or take on additional training. What this data shows is that people are joining the industry and building a career thanks to the opportunities presented.

When an individual joins the workforce with the right training at an entry level position, they will often quickly find themselves progressing, which makes culinary and hospitality such an appealing environment in which people can build a long-term career.

### Job Satisfaction





# Skilled staff are needed

In the fast-paced environment of culinary and hospitality, it is often necessary for staff to hit the ground running when joining a new team or starting a new role.

73% of recruiters said that it was challenging to hire talented staff, with 82% stating that there are simply not enough skilled staff available.

## Ease of hiring talented staff



27.1%  
EASY



72.9%  
NOT EASY

## Reasons for difficulty

81.8% NOT ENOUGH SKILLED STAFF AVAILABLE

28.6% NOT ENOUGH STAFF AVAILABLE

27.3% TOO HIGH SALARY EXPECTATION

10.4% NO TIME TO COMMIT TO RECRUITMENT

10.4% VISA LIMITATIONS

14.3% OTHER



“Having confidence in the training of new hires is invaluable to businesses. The industry needs people who have been well prepared to join the workforce, and we need to emphasise the importance of consistent, reliable education for culinary and hospitality.” *Emil Minev, Head of Institute - Culinary Arts Director*

Naturally if employers are short on skilled staff, they will be looking for people who already have some training, and 84% said that they would be more likely to hire someone with an education from an institute like Le Cordon Bleu.

Regarding formal training, 93% of people considered that formal qualifications and training do help people to succeed in the industry, but that when it comes to education versus work experience, 44% said that both are advisable.

#### Hiring someone with an education from Le Cordon Bleu or similar



84.3%  
MORE  
LIKELY



9.6%  
LESS  
LIKELY



6.1%  
OTHER

#### Formal training



91.6%  
HELP  
SUCCEED

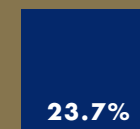


8.4%  
DON'T HELP  
SUCCEED

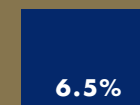
#### Education versus work experience



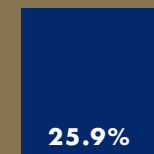
BOTH ARE  
ADVISED



BOTH ARE  
REQUIRED



EDUCATION  
IS A MUST



WORK  
EXPERIENCE  
ONLY IS  
FINE

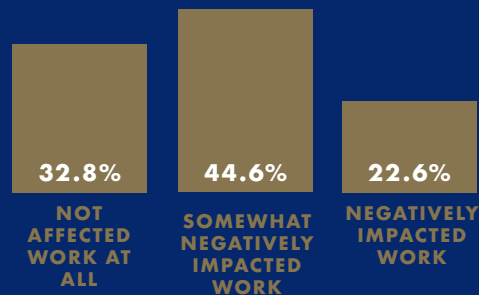


## Pandemic effect

Alongside current economic issues, we continue to feel the ripples of the COVID-19 pandemic within the industry. The impact has had a variety of effects on the industry, with some positives alongside the negatives.

Although 52% blame the pandemic for negative aspects of their role and the industry as a whole, and 45% of people felt that the pandemic negatively affected their work, 51% also felt that there had been an improvement in working conditions.

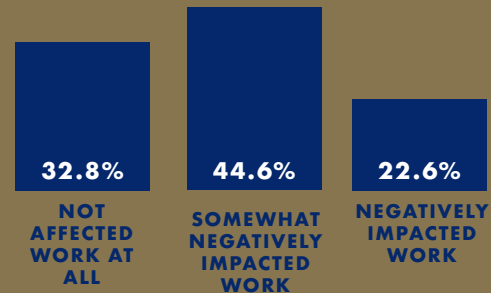
### COVID-19 Pandemic Effect



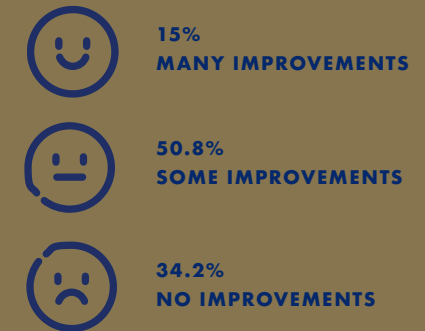
This seeming contradiction shows that although the pandemic was negative for the industry due to businesses having to limit or close operations, and a plethora of knock on effects that it has had on the economy, there were positive changes in terms of how businesses treat employees.

The pandemic changed peoples mind set in terms of how they want to be treated, and their value as an employee, and therefore employers are making sure that they are offering a better working environment, otherwise they risk people walking away.

### Effect on work since the COVID-19 Pandemic



### Improvements in working conditions since the COVID-19 Pandemic



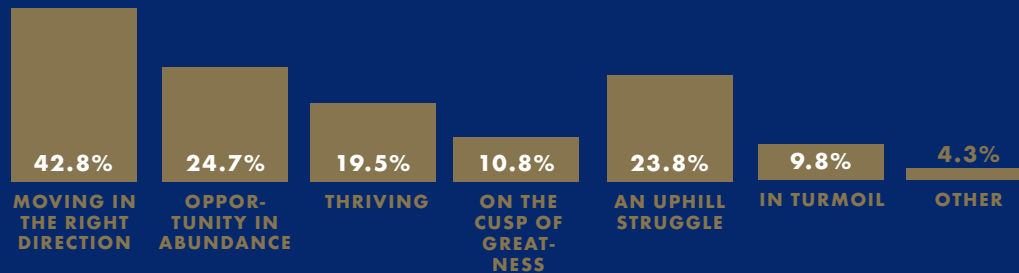


# Challenges ahead

The culinary and hospitality industry has been treading a rocky path for the last few years, but the majority of people are cautiously optimistic about the future.

When asked about the state of the industry, 43% consider that it is moving in the right direction and 25% considered that there is opportunity in abundance.

## Industry outlook



## Challenges on a personal level

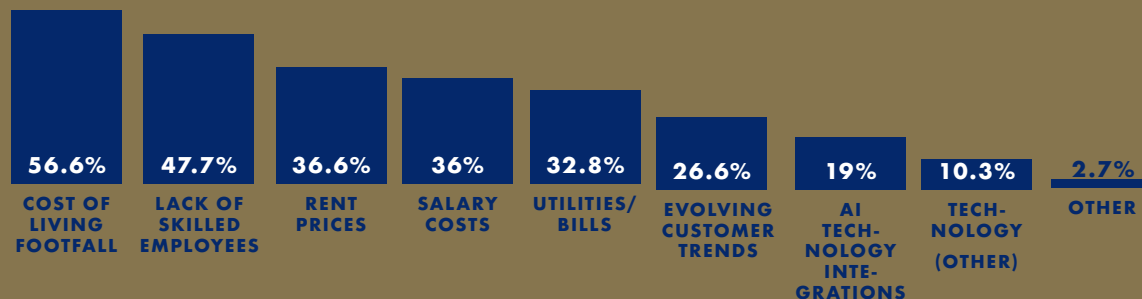




“Despite recent turbulence, the industry is brimming with potential, and it’s everchanging nature constantly provides exciting opportunities to learn and grow. Passion, knowledge and dedication can take you anywhere.”

*Emil Minev, Head of Institute - Culinary Arts Director*

### Challenges for the overall industry



Considering challenges that they expect to face on a personal level, 46% were concerned about their work-life balance, and 30% thought there would be limited career advancement opportunities.

Comparing this to what those thought would be the biggest industry challenges, with 57% concerned about cost of living negatively affecting footfall, and 48% about the lack of skilled employees, it is understandable that current workers are concerned about how this will impact their own development and workload.

# Opportunities on the horizon

Opportunities for the industry are predicted to lie in the direction of healthy alternatives and plant-based, according to 49% of people, and 36% see plenty of more sustainable offerings becoming more popular.

Naturally, this will lead to further skill building for members of the industry, with 62% noting that practical knowledge of healthier alternatives and plant-based, and 46% noting the need for more experience of sustainability and environmental practices. 37% of people considered these skills are also the ones that will require the most upskilling.

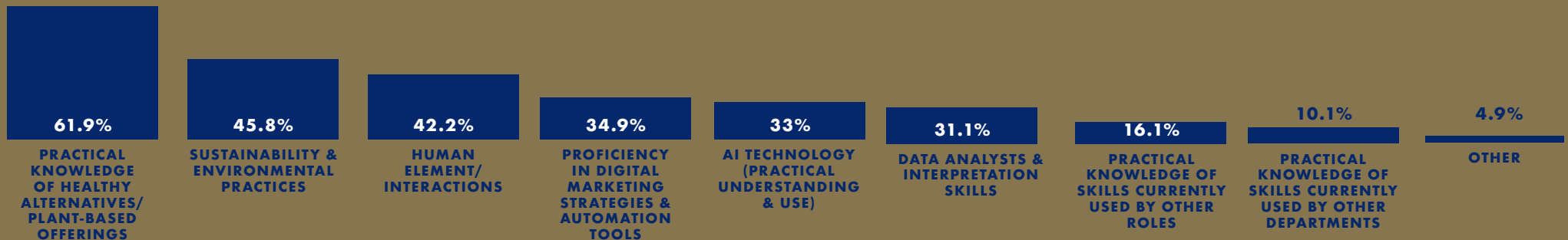
## Opportunities in the industry

48.8%	HEALTHY ALTERNATIVES & PLANT-BASED
36.3%	SUSTAINABILITY OFFERINGS
33.9%	NEW DINING EXPERIENCES
28.7%	PERSONALISED DINING EXPERIENCES, LOYALTY PROGRAMMES
28.5%	EXPANSION OPPORTUNITIES
27.1%	HUMAN ELEMENT/INTERACTIONS
23%	AI TECHNOLOGY
22%	DELIVERY & TAKE AWAY (NEW/EXPANDED OFFERING)
20.3%	TECHNOLOGY (OTHER)
11.1%	DELIVERY & TAKE AWAY (CURRENT OFFERING)



A positive outlook will bring opportunities along in abundance. On an individual level, 56% of people consider that there are opportunities for professional skill development in their future, alongside 37% hopeful of an increase in work-life-balance within their roles, and 36% looking forward to some career progression in the year ahead.

### New skills required



### Most important upskilling/reskilling







## About this survey

This survey has been conducted in partnership with online hospitality networking platform, Hosco, to aid in delivering a qualitative and quantitative analysis of the state of the culinary and hospitality industries as seen by its workforce.

These industries are an ever evolving space and as educators of the future industry leaders, it is important that we take stock of the views of those working actively day-to-day in these demanding sectors.

These findings will allow us to best tailor our programmes and teachings to current and future students, and discussions with our global network of international partners who can also help affect any required change.

Professionals at all levels from across different sectors in hospitality and culinary were invited to participate using an email invitation, press campaign and social media promotion to an online survey.

Results have been taken from the over 500 responders who participated in the survey.