

Trade Profile

Baker



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RED SEAL TRADE PROFILE

Baker



STRUCTURE OF THE TRADE PROFILE

This profile has two sections that provide a snapshot of the trade's description, and all trade activities as they are organized in the Red Seal Occupational Standard:

Description of the Baker trade: an overview of the trade's duties, work environment, job requirements, similar occupations and career progression

Task Matrix: a chart which outlines graphically the major work activities, tasks and sub-tasks of this trade

Major Work Activity (MWA): the largest division within the standard that is comprised of a distinct set of trade activities

Task: distinct actions that describe the activities within a major work activity

Sub-task: distinct actions that describe the activities within a task

A complete version of the occupational standard, which provides additional detail for the trade activities, skills and knowledge can be found at www.red-seal.ca.

Description of the Baker Trade

“Baker” is this trade’s official Red Seal occupational title approved by the CCDA. This standard covers tasks performed by bakers.

Bakers prepare products such as fermented goods, cookies, quick breads, pastries, cakes, chocolates, confections and frozen desserts.

Bakers prepare doughs and batters for baked goods according to formulations. They use mechanized and non-mechanized tools and equipment such as measuring devices, different types of pans, and weight scales in the production of baked goods. Some tools and equipment are digital or computerized. Bakers use bakery equipment such as ovens, fryers, mixers, dough handling equipment, refrigerators and freezers. Other specialized equipment includes chocolate tempering (crystalizing) machines, ice cream makers and depositors. Bakers are responsible for maintaining their tools and equipment in a clean, safe and sanitary manner.

The baker trade is continually evolving and is comprised of multiple specialties within the sector. These may include a global diversity of food preparation and products. Bakers may specialize as artisanal bread bakers, pâtissiers, chocolatiers, and confectioners, each requiring specific skills, knowledge, techniques, and expertise. They may also specialize in preparing baked goods according to dietary and varying nutritional requirements.

Bakers may be employed in workplaces such as bakeries, supermarkets, catering companies, hotels, restaurants, cruise ships, institutional facilities, research and development labs, ingredient suppliers and bakery equipment manufacturers. They may also be self-employed. Types of bakeries include retail, in-store, specialty establishments, wholesale and industrial. Bakery products are produced seven days a week. There can be a variety of shifts available that might appeal to an individual baker. The working hours of a baker may be challenging, but the sense of satisfaction of working in the trade can outweigh the challenges.

The work environment for this trade is clean, sanitary and well-lit. Depending on the work performed, a baker can expect to be exposed to hot and cold environments. They must, at all times, maintain quality of food and ensure that food safety and sanitation guidelines are followed for preparation, serving and storage of bakery products.

Bakers must be able to apply formulations and be able to adapt them to available ingredients and the current requirements. They must be conscious of health information such as dietary requirements and allergies. Bakers must also be able to work independently, as part of a team and help their colleagues. They must have good organizational skills and the ability to multi-task to effectively do their jobs. Other important abilities for bakers include strong numeracy, literacy, communication and customer service skills.

In general, the work requires physical stamina, hand-eye coordination, fine motor skills and creativity. It involves standing for extended periods, functioning in close quarters, performing repetitive tasks, and lifting heavy objects such as pots and heavy bags. Bakers must also have a commitment to sanitation, nutrition and ongoing learning. Baking requires personal attributes such as a strong work ethic and an ability to work with strict timelines.

Occupational hazards include burns, cuts, respiratory illness, slips, falls, repetitive strain and injuries from heavy lifting.

Bakers may be involved in several business aspects of the profession such as inventory control, food safety management, product development, product merchandising, production scheduling, purchasing, costing and recycling. Through their work they develop an in-depth knowledge of baking science and bakery product nutrition.

Experienced bakers may use the skills they develop in this trade to work in sales and marketing, teaching, product research and development, and bakery management. They may act as mentors and trainers to apprentices in the trade.

The baker trade has some similarities or overlaps with the work of cooks.

Baker

Task Matrix and Weightings

A – Performs common occupational skills

16%

Task A-1 Performs safety- and hygiene-related functions 14%	A-1.01 Maintains safe work environment	A-1.02 Uses personal protective equipment (PPE) and safety equipment	A-1.03 Maintains professional appearance and personal hygiene
Task A-2 Practices food safety procedures 14%	A-2.01 Maintains safe condition and temperature of raw ingredients and finished products	A-2.02 Prevents cross-contamination of raw ingredients and finished products	A-2.03 Cleans and sanitizes tools and equipment
Task A-3 Uses and maintains tools and equipment 12%	A-3.01 Uses non-mechanized tools	A-3.02 Uses mechanized tools and equipment	
Task A-4 Organizes work 17%	A-4.01 Schedules production and workflow	A-4.02 Organizes workplace and workspace	
Task A-5 Manages products and information 18%	A-5.01 Orders products	A-5.02 Receives products	A-5.03 Manages inventory
	A-5.04 Performs quality control assessments on bakery products	A-5.05 Stores bakery products	A-5.06 Packages bakery products
Task A-6 Performs routine work practices 13%	A-6.01 Performs portion control	A-6.02 Uses convenience foods	A-6.03 Uses formulations
	A-6.04 Applies dietary information		

Task A-7 Adapts baking practices to meet dietary requirements 12%	A-7.01 Adapts bakery practices to meet dietary requirements	A-7.02 Selects ingredients to meet dietary requirements	A-7.03 Prepares food to meet dietary requirements
Task A-8 Uses communication and mentoring techniques 0%	A-8.01 Uses communication techniques	A-8.02 Uses mentoring techniques	

B – Prepares fermented goods

27%

Task B-9 Prepares pre-ferment 14%	B-9.01 Mixes ingredients for pre-ferment	B-9.02 Manages pre-ferment process	
Task B-10 Prepares dough 26%	B-10.01 Manages dough temperature	B-10.02 Mixes ingredients for fermented goods	B-10.03 Manages bulk fermentation
Task B-11 Forms dough 22%	B-11.01 Divides dough	B-11.02 Shapes dough	B-11.03 Monitors final proof of dough
Task B-12 Forms laminated dough 18%	B-12.01 Laminates dough	B-12.02 Performs make-up of laminated dough products	B-12.03 Monitors final proof of laminated dough products
Task B-13 Finishes fermented goods 20%	B-13.01 Applies pre-bake finish	B-13.02 Bakes fermented goods	B-13.03 Deep-fries fermented goods

C – Prepares cookies, bars, quick breads, pastry doughs and cakes

22%

<p>Task C-14 Prepares cookies and bars 21%</p>	<p>C-14.01 Mixes cookie and bar ingredients</p>	<p>C-14.02 Performs make-up of cookies and bars</p>	<p>C-14.03 Bakes cookies and bars</p>
<p>Task C-15 Prepares quick breads 22%</p>	<p>C-15.01 Mixes quick bread ingredients</p>	<p>C-15.02 Performs make-up of quick breads</p>	<p>C-15.03 Bakes quick breads</p>
<p>Task C-16 Prepares pastry doughs 28%</p>	<p>C-16.01 Mixes pastry dough ingredients</p>	<p>C-16.02 Performs make-up of pastry doughs</p>	<p>C-16.03 Bakes pastry doughs</p>
<p>Task C-17 Prepares cakes 29%</p>	<p>C-17.01 Mixes cake ingredients</p>	<p>C-17.02 Portions mixture for cakes</p>	<p>C-17.03 Bakes cakes</p>

D – Performs assembly and finishing

17%

<p>Task D-18 Prepares creams, custards, sweet fillings, decorating pastes and icings 22%</p>	<p>D-18.01 Performs make-up of creams, custards, sweet fillings, decorating pastes and icings</p>	<p>D-18.02 Cooks creams, custards and sweet fillings</p>	<p>D-18.03 Holds products for use</p>
<p>Task D-19 Prepares savoury fillings 12%</p>	<p>D-19.01 Performs make-up of savoury fillings</p>	<p>D-19.02 Holds savoury fillings for use</p>	<p>D-19.03 Portions savoury fillings</p>
<p>Task D-20 Prepares sauces, glazes and garnishes 16%</p>	<p>D-20.01 Performs make-up of sauces and glazes</p>	<p>D-20.02 Performs make-up of garnishes</p>	<p>D-20.03 Holds sauces, glazes and garnishes for use</p>
<p>Task D-21 Assembles and bakes sweet and savoury pastries 14%</p>	<p>D-21.01 Performs make-up and assembly of sweet and savoury pastries</p>	<p>D-21.02 Bakes sweet and savoury pastries</p>	
<p>Task D-22 Assembles cakes and other baked goods 20%</p>	<p>D-22.01 Performs make-up and assembly of cakes and other baked goods</p>	<p>D-22.02 Portions cakes and other baked goods</p>	
<p>Task D-23 Decorates and finishes baked goods 16%</p>	<p>D-23.01 Applies sauces, toppings and glazes</p>	<p>D-23.02 Applies garnishes and decorative products</p>	

E – Prepares chocolate, confections and sugar work

10%

Task E-24 Prepares chocolate 62%	E-24.01 Selects quality and types of chocolate	E-24.02 Prepares fillings for chocolate	E-24.03 Prepares couvertures and compounds
	E-24.04 Uses couvertures and compounds		
Task E-25 Prepares confections and sugar work 38%	E-25.01 Boils sugar and sugar substitutes	E-25.02 Forms sugar and sugar substitutes	E-25.03 Creates artistic garnishes and sugar work
	E-25.04 Prepares confections		

F – Prepares desserts, ice creams and ices

8%

Task F-26 Prepares plated desserts 29%	F-26.01 Plans plate design	F-26.02 Assembles components	
Task F-27 Prepares ice creams and ices 37%	F-27.01 Prepares bases for ice creams and ices	F-27.02 Performs make-up of ice creams and ices	
Task F-28 Prepares frozen desserts 34%	F-28.01 Performs make-up of frozen dessert components	F-28.02 Assembles frozen dessert components	F-28.03 Holds frozen desserts