

Bakers

An employment guide for newcomers to British Columbia



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Bakers (NOC 6332)

May also be called:

- Pastry Chef / Pastry Maker
- Cake Decorator
- Bread Baker

1. What Would I Do?

Bakers make bread, rolls, muffins, pies, pastries, cakes and cookies in retail and wholesale bakeries and dining establishments. Depending on the size and type of bakery, you may do a wide variety of tasks including:

- make dough for pies, bread and rolls and sweet goods
- prepare batters for muffins, cookies, cakes, icings and frostings according to recipes or special customer orders
- run baking machinery such as high-volume mixing machines, ovens and other equipment to produce large quantities of baked goods
- bake mixed doughs and batters
- frost and decorate cakes or other baked goods

Some bakers make all kinds of baked goods, while others concentrate on just one type, such as bread or pastry.

More information:

- **Trades Training BC**

<https://www.tradetrainingbc.ca/Trades/Culinary/Baker>

- **WorkBC Career Profile for Bakers**

<http://www.workbc.ca/Job-Seekers/Career-Profiles/6332>

2. Am I Suited For This Job?

Bakers should be:

- creative, detail oriented
- enjoy working with their hands

Bakers should have:

- artistic ability
- sanitary work habits
- physical strength and stamina
- math skills

Employees work shifts and may work early mornings, evenings, weekends and holidays. Bakers often work with large mixers, ovens and other small-scale industrial equipment. They typically work in hot, steam-filled work areas and must be able to work safely to avoid accidents and injuries.

Bakers typically work under strict order deadlines and critical time-sensitive baking requirements. Bakers must make sure quality is maintained and safety and sanitation guidelines are followed.

Sources:

- WorkBC Career Profile for Bakers

<http://www.workbc.ca/Job-Seekers/Career-Profiles/6332>

- Career Cruising (profile for Baker)

<http://www.vpl.ca/digital-library/career-cruising>

Available from the VPL Digital Library | Explore our Digital Library page

3. What Are The Wages And Benefits?

In British Columbia, the annual median salary is \$26,383. Your wage depends on experience, skill level, type of bakery and region of the province.

In BC's regions, you can expect to make:

Hourly Wages - Bakers, NOC 6332

Location	Wage (\$/hr)		
	Low	Median	High
British Columbia	11.35	13.00	25.00
Cariboo Region	N/A	N/A	N/A
Kootenay Region	N/A	N/A	N/A
Lower Mainland - Southwest Region	11.35	12.00	19.23
Nechako Region	N/A	N/A	N/A
North Coast Region	N/A	N/A	N/A
Northeast Region	N/A	N/A	N/A
Thompson--Okanagan Region	11.35	13.00	25.00
Vancouver Island and Coast Region	11.35	13.00	25.00

Table from Job Bank Wage Report <http://www.jobbank.gc.ca/home-eng.do?lang=eng>

Income for bakers depends on several factors, such as experience and skill level.

Earnings also depend on the size, type, and location of the bakery. Bakers employed in large operations and in-store bakeries may need to join a union. Union leaders negotiate the wages and benefits on their behalf.

Full-time bakers generally get benefits on top of their salaries. Their benefits may include paid vacation, sick leave, and dental coverage. Some employers will contribute to a retirement plan.

Sources:

- WorkBC Career Profile for Bakers
<http://www.workbc.ca/Job-Seekers/Career-Profiles/6332>
- Career Cruising (profile for Baker)
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4. What Is The Job Outlook In BC?

The job outlook for bakers is influenced by British Columbia's growing population and strong tourism industry. Consumer tastes are also changing, showing a greater preference for healthy, high-end products and specialty baked goods.

These trends have created a demand for skilled bakers, particularly those with trade certification.

Employment Outlook - Bakers, NOC 6332



Source:

WorkBC Career Profile for Bakers

<http://www.workbc.ca/Job-Seekers/Career-Profiles/6332>

5. How Do I Become A Baker?

Bakers "usually" require:

- completion of high school
- completion of a three- or four-year apprenticeship program
- or***
- a college program in baking

In some cases on-the-job training may be provided instead of formal education.

In British Columbia, trade certification for bakers is available, although ***not mandatory***. To receive a *Certificate of Qualification* as a baker, you can either:

- complete an apprenticeship/education program as outlined by the Industry Training Authority (ITA) **and** successfully write the Interprovincial Standards Red Seal Exam

OR

- if you have significant work experience in a trade but have never been certified in Canada, you may apply to challenge the certification – you will still be required to write the Interprovincial Standards Red Seal Exam

For more information about apprenticeship programs, certification and *how to challenge the certification process*, see:

- **Industry Training Authority**
<http://www.itabc.ca/program/baker>

For more information on the hospitality industry, the Red Seal program, and Immigrants in Trades Training, sees:

- **Foodservice Apprenticeships: Baker Program. Go2HR**
<https://www.go2hr.ca/training/apprenticeships>
- **Red Seal Program**
<http://www.red-seal.ca/w.2lc.4m.2@-eng.jsp>
<http://www.red-seal.ca/trades/b.1k.2r-eng.html>
- **Immigrants in Trades Training Initiative (ITTI)**
<https://www.tradestrainingbc.ca/Trades/Culinary/Baker>

This project, which is funded by the Industry Training Authority, provides financial and other support to help you gain your certification.

6. How Do I Find A Job?

Where do Bakers Work?

Bakers work in variety of food-related businesses. Most are employed in retail settings such as:

- supermarkets
- specialty bakeries
- restaurants
- hotels

Finding Advertised Jobs

Jobs are advertised in a variety of sources including newspapers, magazines and online job sites.

Local Newspapers

You can look at the *Vancouver Sun* & *The Province* at Vancouver Public Library for free. Check the job postings daily, the careers section in the *Vancouver Sun* on Wednesdays and Saturdays and, in *The Province* on Sundays.

Job White Pages

- **JOB Freeway.com**

<http://www.vpl.ca/digital-library/jobfreewaycom>

Available from the VPL Digital Library | Explore our Digital Library page

Access at VPL locations only

Online Job Postings

- **Go2**

www.go2hr.ca

- **Baking Association of Canada Job Board**

http://www.bakingassoccanada.com/module/view_data.asp?JobBoard

- **Indeed.com**
http://ca.indeed.com/advanced_search
<https://ca.indeed.com/Bakery-jobs-in-Vancouver,-BC>
- **Neuvoo.ca**
<http://neuvoo.ca/en>
- **WorkBC Job Postings**
<http://www.workbc.ca/JobSeekers/SearchResults.aspx>
- **Job Bank**
http://www.jobbank.gc.ca/job_search.do
- **BC Jobs.ca**
<https://www.bcjobs.ca/>
- **BC JobConnect**
<https://www.bcjobconnect.ca> **must have permanent resident number**
newcomers can post their skills, education and work experience to BC employers looking for workers

Finding “Hidden Jobs”

Many job vacancies are not advertised. The resources below help you with finding jobs in this “hidden” job market.

Using Directories to Create a List of Potential Employers

You can use company directories to produce lists of employers who employ bakers in Vancouver or the Lower Mainland. Contact them directly to find out if they’re hiring.

- **Tourism Companies. Go2HR**
<https://www.go2hr.ca/tourism-companies>
Under ‘Sector’ choose ‘Food & Beverage Services’
- **Directory of Retail Chains in Canada**
Includes contact information for large supermarkets in BC.
Available at the Central Library, Level 4. C380 D5983
- **Reference Canada**
http://www.vpl.ca/electronic_databases/alpha/r

Go to the "Reference Canada" database, choose the "Custom Search" button, and select both "Keyword/SIC/NAICS" under Business Type and "City" under Geography. In the top search box enter "bakers" and click LOOKUP. Select the appropriate headings. Lower down, select the Province, choose the cities, and click the "View Results" button.

Available from the VPL Online Articles, Encyclopedias & More page.

NOTE: *You can access this database from a Library computer. If you are using a computer from outside the Library, you will need a Vancouver Public Library card to login to this database.*

Networking, Volunteering and Temporary Agencies

Many positions are filled by people who have been recommended by someone they know. Networking, working as a volunteer or registering with a temporary employment agency are good ways of helping you find jobs and meet people in your industry.

Networking and the Hidden Job Market:

When looking for work, be sure to talk to friends, relatives and neighbours. They may know someone who is hiring! Working as a volunteer, attending events, and joining clubs and associations are good ways to gain "Canadian experience." They are also good ways to meet people to learn about the local job market.

For additional tips see:

- **Networking for Employment**

Go to <http://skilledimmigrants.vpl.ca>

[Search Networking for Employment]

- **Getting Canadian Work Experience**

Go to <http://skilledimmigrants.vpl.ca>

[Search Getting Canadian Work Experience]

7. Applying for a Job

In Canada, employers usually expect to receive a resume and a cover letter that identifies the position you are applying for and summarizes your experience.

Use the library catalogue, <http://vpl.bibliocommons.com/> to find books on writing resumes and cover letters specific to your industry.

For more information see:

- **Writing Resumes and Cover Letters**

Go to <http://skilledimmigrants.vpl.ca>

[Search Writing Resumes and Cover Letters]

8. Where Can This Job Lead?

Individuals may start in this occupation as production assistants or assistants to bakers. These workers may then advance to an apprentice baker position.

With completion of apprenticeship, sufficient experience and training, it is possible for workers to progress to baking executive/supervisor. Experienced bakers may also start their own businesses.

9. Where Can I Find More Information?

- **Baking Association of Canada**

<http://www.bakingassoccanada.com/>

- **Canadian Culinary Federation**

www.ccfcc.ca

- **Bakers Journal**

<http://www.bakersjournal.com>

- **Learn More About Working in BC and Canada**

Go to <http://skilledimmigrants.vpl.ca>

[Search Learning More about Working in BC and Canada]

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Questions? Please ask the Information Staff at the Central Library or telephone 604-331-3603.

Please note that the information in this guide is also available online through the Skilled Immigrant InfoCentre website at <http://skilledimmigrants.vpl.ca/>.