

# 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**  
<https://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

## 2. Am I Suited For This Job?

*Bakers should be:*

- creative, detail oriented
- enjoy working with their hands

*You 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. You usually 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. You must make sure quality is maintained and safety and sanitation guidelines are followed.

Sources:

- WorkBC & Career Cruising

### 3. What Are The Wages And Benefits?

In British Columbia, the annual median salary is \$30,241. Your wage depends on experience, skill level, type of bakery and region of the province.

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

Community/Area	Wages (\$/hour)		
	Low	Median	High
<a href="#">British Columbia</a>	14.60	14.60	25.50
<a href="#">Kootenay Region</a>	14.60	14.60	25.50
<a href="#">Lower Mainland–Southwest Region</a>	14.60	14.60	26.44
<a href="#">Thompson–Okanagan Region</a>	14.60	14.60	26.50
<a href="#">Vancouver Island and Coast Region</a>	14.60	15.00	22.50

Table from Job Bank Wage Report <https://www.jobbank.gc.ca/trend-analysis/search-wages>

Bakers employed in large operations and in-store bakeries may need to join a union. Union leaders negotiate the wages and benefits on your behalf.

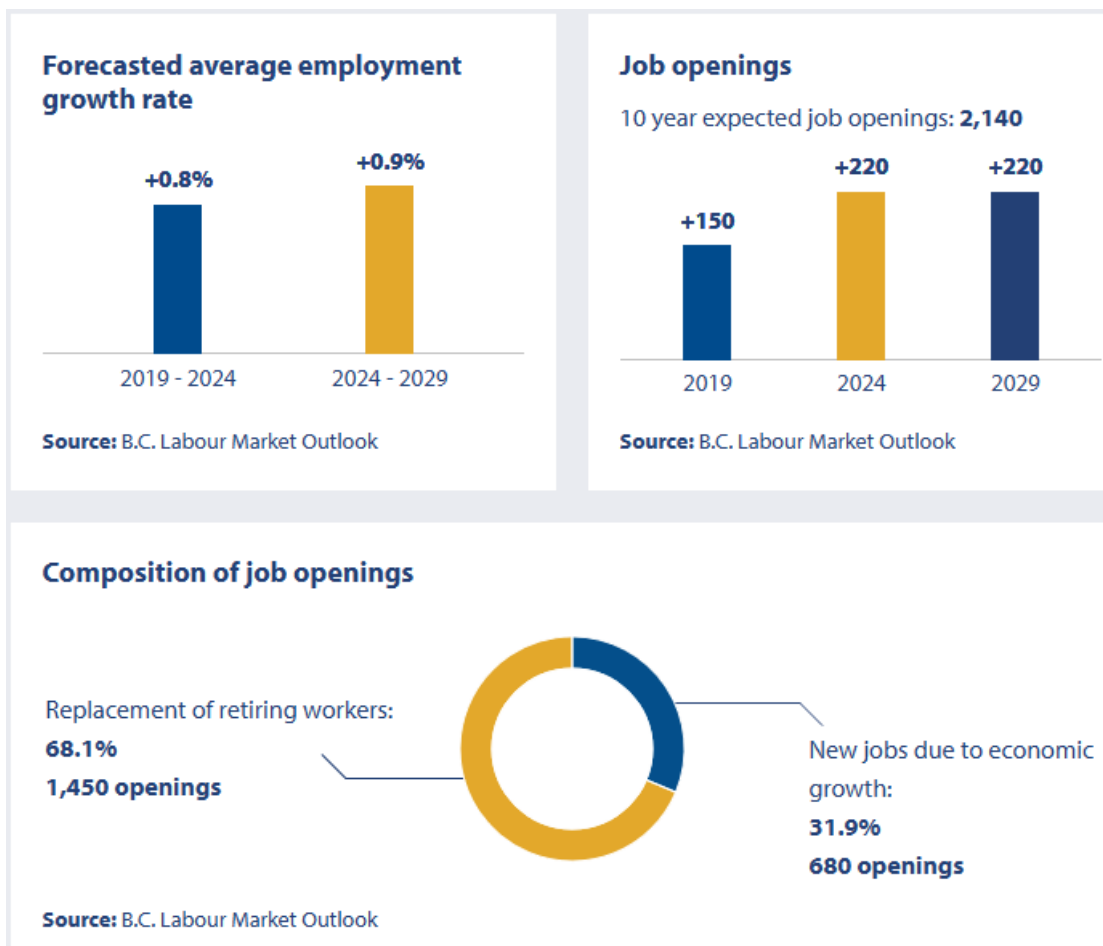
Full-time bakers generally get benefits on top of their salaries. Benefits may include paid vacation, sick leave, and dental coverage. Some employers will contribute to a retirement plan.

Sources: WorkBC & Career Cruising

## 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.



Source: WorkBC

## 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**  
<https://www.itabc.ca/program/baker>
- **Go2HR Apprenticeship Information**  
<https://www.go2hr.ca/training-education/tourism-hospitality-and-foodservice-apprenticeships>
- **Red Seal Program**  
<http://www.red-seal.ca/w.2lc.4m.2-eng.html> <http://www.red-seal.ca/trades/b.1k.2r-eng.html>

## 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 HR Job Board**
- **Baking Association of Canada Job Board**

<https://www.go2hr.ca/jobs>

<https://www.baking.ca/view-jobs/>

- **Indeed.com**

[https://ca.indeed.com/advanced\\_search](https://ca.indeed.com/advanced_search)

<https://ca.indeed.com/Bakery-jobs-in-Vancouver,-BC>

- **Neuvoo.ca**  
<https://neuvoo.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/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](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.

### ***Volunteer opportunities***

- **Volunteer BC**  
<https://volunteerbc.bc.ca/>
- **GoVolunteer.ca**  
<https://www.govolunteer.ca/>

*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. You may then advance to an apprentice baker position.

With completion of apprenticeship, sufficient experience and training, it is possible 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**  
<https://www.baking.ca/>
- **Canadian Culinary Federation**  
<https://www.culinaryfederation.ca/>
- **Bakers Journal**  
<https://www.bakersjournal.com/>
- **FAST (Facilitating Access to Skilled Talent)**  
<https://fastbc.org/working-in-trades/>
- **Learn More About Working in BC and Canada**  
Go to <http://skilledimmigrants.vpl.ca>  
[Search Learning More about Working in BC and Canada]

***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/>.*