



National Baking Industry Careers and Jobs Webinar

November 2022



The Baking Industry

- Bakeries are found all over Australia
- Retail and wholesale
- 4500 bakeries in Australia
- Sell bread, cookies, cakes, donuts, pasties, pies and more!
- Some are also cafes
- Grocery stores and supermarkets also often have instore bakeries



\$2.6bn

**Bakery Product
Manufacturing in
Australia Market
Size in 2022**

Bakers and Pastry cooks



EMPLOYED

31,600



FUTURE GROWTH

2.9%



WEEKLY EARNINGS

\$1,196



FULL-TIME SHARE

72%



FEMALE SHARE

32%



AVERAGE AGE

35

So why the Baking Industry?

The bakery industry is a huge business that caters to people's weaknesses for tasty breads, cakes, pies and sweet rolls.

- Ability to work anywhere in the world
- Creative, hands-on work
- Plenty of jobs opportunities
- Great transferable skills
- Learn on the job
- Get to eat yummy food

[Click here to download the flyer](#)

[Why-not-consider-a-Career-in-Baking.pdf](#)
(nbia.org.au)

Download the Baking Industry flyer!

Did you know?
New technology in the baking industry means not all Bakers work through the night.

Why not consider a career in baking?

Life as a baker is creative, flexible, & rewarding!

What does a Baker do?
A Baker is a tradesperson who bakes delicious bread, cake, pastries, and other products made of premium ingredients with various industrial baking equipment.
The job opportunities are not limited to bakeries but other workplaces such as large hotels and baking industry suppliers.

The pros of choosing the Baker career path include:

- Ability to work anywhere in the world
- Creative, hands-on work
- Plenty of job opportunities
- Being able to enjoy the science of baking
- Early starts mean early finishes
- Get to eat yummy food
- Transferable skills
- No need for previous baking experience
- Learn on the job

What does the career path of a Baker look like?

Employment at a bakery → Apprenticeship while working → Qualified Baker (tradesperson) → Within the baking industry:

Within a bakery:

- Bakery Business Owner
- Production Manager
- Bakery Manager
- Relief Baker

Within the baking industry:

- Research and development
- Manufacturing companies
- Sales representatives
- Product development
- Consultant
- Trainer

For more information about the baking career pathway, please contact the National Baking Industry Association via www.nbia.org.au or scan the QR code.

Baker/pastrycook role overview

Multiple positions available nationally

Bakers and pastry cooks knead, cut, mould, mix and shape dough and pastry goods. They also prepare the pastry fillings, glaze buns and pastries, and decorate cakes.

Baking takes place in the kitchens of commercial food establishments such as patisseries, bakeries, restaurants and cafes.

- Production of quality bread, cakes and pastry lines
- Calculate and weigh ingredients for all products
- Mixing of doughs, sweet dough, grains, specialties, cakes mixes
- Proving and baking of products (using industrial ovens)
- Decoration and preparation of product to be displayed for sale
- Recording of all production information (follow productions sheets)
- Serving and interaction with customers – making coffee
- Maintain high standard of cleaning throughout production process

Bakers/pastry cooks are a skills shortage area – and are needed all over Australia!

Apprentice Baker/pastry cooks role overview

- ***Multiple positions available nationally***
 - Apprentice Bakers
 - School based traineeships
- What does typical Apprentice job consist of ?
 - Assisting with the production of quality bread, cakes and pastry lines
 - Calculate and weigh ingredients for all products
 - Mixing of doughs, sweet dough, grains, specialties, cakes mixes
 - Proving and baking of products (using industrial ovens)
 - Decoration and preparation of product to be displayed for sale
 - Recording of all production information (follow productions sheets)
 - Serving and interaction with customers – making coffee
 - Maintain high standard of cleaning throughout production process
 - Comply with daily cleaning and safety policy

Did you know not all bakers start in the middle of the night?

The addition of Retarder Provers means a number of bakeries don't start baking until 6am or later!



What it's like to be a Baker?

[Foxy's Bakery | Stanthorpe QLD | Facebook](#)



What attributes do you need to become an Apprentice Baker?

No experience is necessary but you must have a willingness to work hard, learn new skills and techniques in the baking trade.

You need to be:

- ✓ Energetic and enthusiastic
- ✓ Own transport to get to your shift
- ✓ Able to work weekends/public holidays
- ✓ Good maths skills (for weights and measures)
- ✓ Be punctual, reliable and hardworking
- ✓ Ability to work in a team
- ✓ Passion and willingness to learn
- ✓ Be approachable and have a positive attitude
- ✓ Excellent communication and time-management skills
- ✓ A flexible approach to overcome challenges

As an apprentice baker you will participate in a Certificate 3 which will take approximately 3 years to complete. You will then be a fully qualified baker!

Apprentice supports available

- You may get a payment as an Australian Apprentice if you're both:
 - registered with the [Australian Apprenticeships](#) scheme
 - doing a full time apprenticeship or traineeship.
- If you're an apprentice or trainee, you may be eligible for one of the following:
- [Youth Allowance](#) if you're 24 or younger and a full time Australian Apprentice
- [Austudy](#) if you're 25 or older and a full time Australian Apprentice
- [ABSTUDY](#) if you're an Aboriginal or Torres Strait Islander person and a full time Australian Apprentice.
- If you get any of these payments, we'll automatically check if you're eligible for [Rent Assistance](#). This is a payment to help you pay your rent if you get certain payments from us.
- Income and assets tests apply – use the payment and service finder to get an estimate of how much you may receive.

<https://www.servicesaustralia.gov.au/doing-apprenticeship-or-traineeship?context=60082>



Talk to your Australian Apprenticeship Support Network (AASN) provider as they can provide advice and support. Search for an [AASN provider](#) in your area using the Australian Apprenticeships website.

How to become a Baker – Skills and Training



Baking Industry Training
A U S T R A L I A

To become a baker in Australia you usually have to complete an apprenticeship

Many workers have a certificate III or IV in retail baking or patisserie. While formal qualifications are not essential to work as a Baker or Pastrycook, many employers will require them.

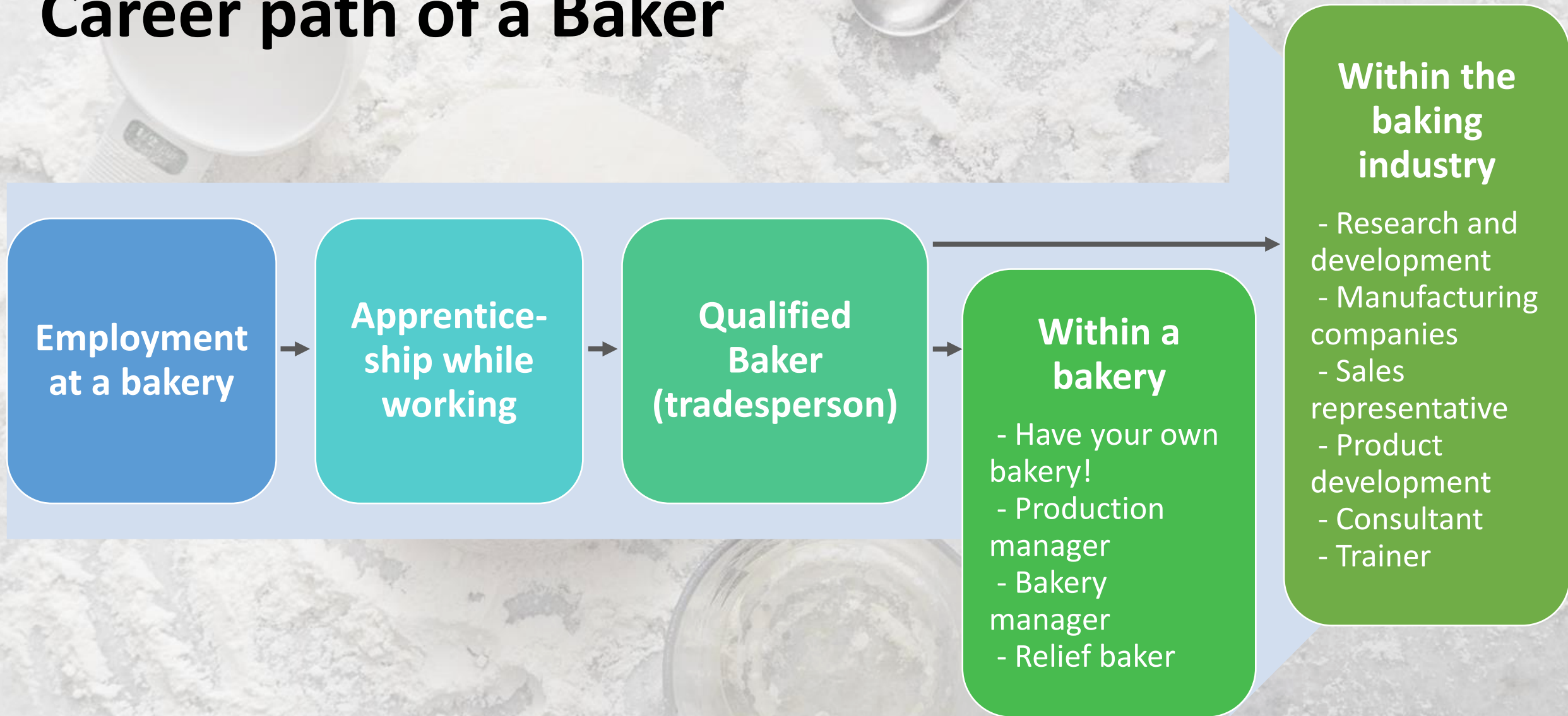
The most popular way to become an apprentice baker (Earn while you learn)- complete an apprenticeship or traineeship.

- Apprenticeships can be part-time, fulltime or school-based.
- Training can be in:
 - Cert III Baking
 - Cert III in Bread Baking
 - Cert III Cake and Pastry
- Alternatively you can do a pre-employment course in baking- e.g. Cert II Baking or a short course in baking.
- Or you can complete a qualification in baking, such as a Certificate III in Bread Baking (FBP30417) or Certificate III in Baking (FBP30517) through a Registered Training Organisation prior to starting work as a baker.

Visit the [MySkills](https://myskills.gov.au) website to find and compare Vocational Education and Training (VET) courses and registered training providers

- [Search – MySkills](https://myskills.gov.au) - Baking

Career path of a Baker



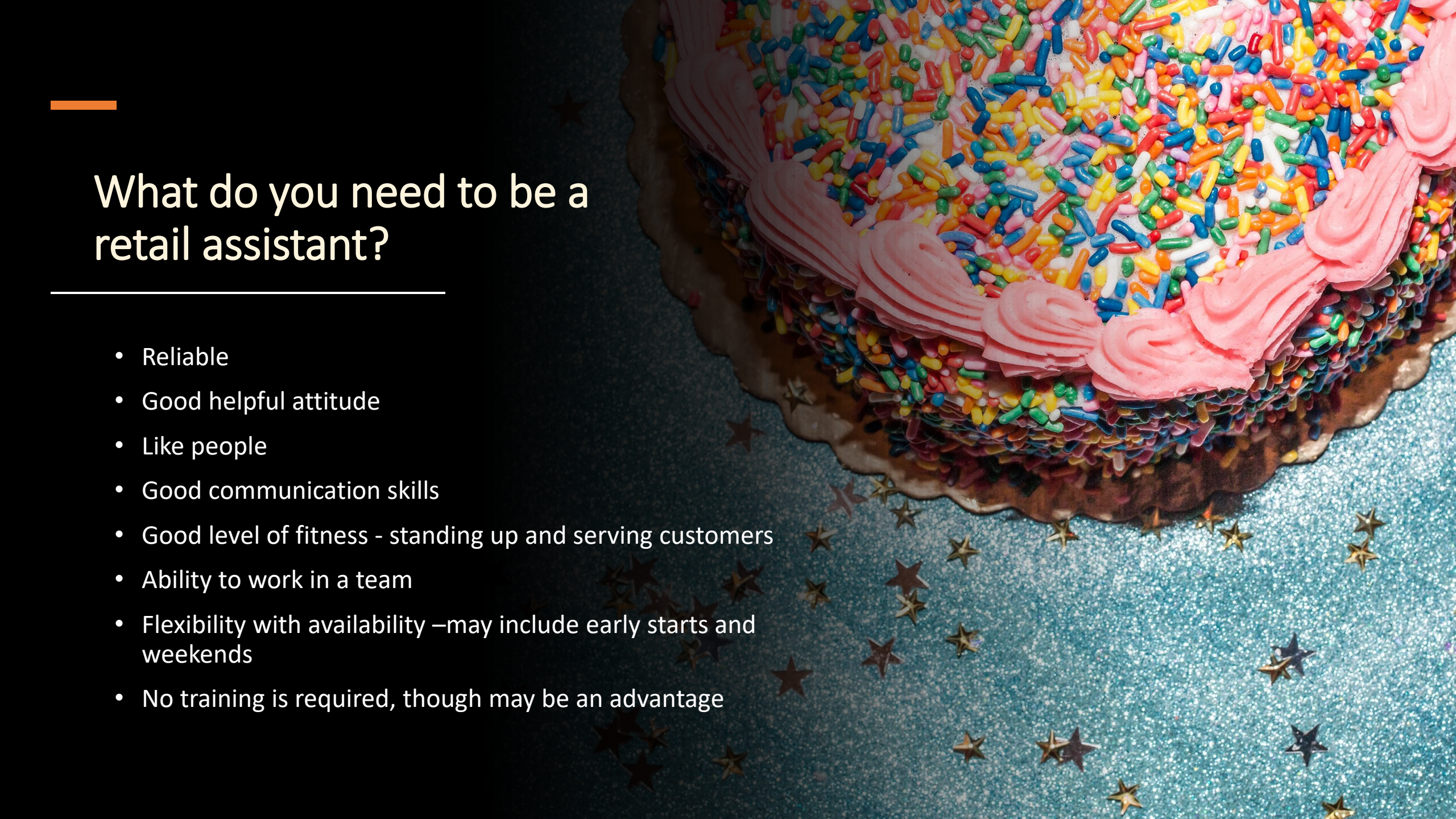


Retail Assistant roles overview

Multiple positions available

- Retail
- traineeships
- juniors

- What does a typical retail job consist of ?
- Strive to deliver a high standard of service to customers
- Develop product knowledge and pass on information to customers when necessary
- Use basic upselling techniques to reach daily sales targets
- Prepare food and beverages that is of high quality standard.
- Merchandising product
- Assist in the upkeep for store cleanliness and tidiness.



What do you need to be a retail assistant?

- Reliable
- Good helpful attitude
- Like people
- Good communication skills
- Good level of fitness - standing up and serving customers
- Ability to work in a team
- Flexibility with availability –may include early starts and weekends
- No training is required, though may be an advantage



About the National Retail Association

We are one of Australia's most representative retail industry organisations, servicing more than 60,000 retail businesses and quick service restaurants nationwide.

Our vast network and training capability means that we can match employers with skilled jobseekers.

Preparing you for retail employment

Our vast network and training capability means that we can match employers with skilled jobseekers.

Need some training?

The NRA Retail Institute Training Programs gives you the skills to wow employers and potentially receive offers for employment beyond the holiday season.

Already have skills/experience?

We can help match you with employers that have partnered with us to help fill their jobs!

Looking for work or training in retail?

[Complete the online EOI!](#)



Are you an Employment Services provider and you would like to refer your candidates? Email training@nra.net.au

ABOUT BAKERS DELIGHT

What we do is nice and simple,
it's freshly baked bread!

Since 1980, we've been committed to
delighting our customers and being
pillars of our communities.

We've been baking the same way for
40 years to give you our signature
delightful experience

[CLICK HERE](#)
[TO FIND A BAKERY](#)
[NEAR YOU](#)



*Bakers
Delight*

RISE THROUGH THE RANKS WITH A REWARDING CAREER

Bakers Delight is seeking ambitious go-getters who may be in search of their first job, a baking apprenticeship or a long-term career

For SBAT & Traineeship information

[CLICK HERE](#)

To apply for a Sales position

[CLICK HERE](#)

To apply for an apprenticeship or pre-apprenticeship position

[CLICK HERE](#)

To apply for a Qualified Baker or Bakers Assistant position

[CLICK HERE](#)



*Bakers
Delight*

**An iconic
Australian brand
with a national
footprint, baking
fresh every day
since 1975**



<https://www.brumbys.com.au/store-locator/>



We're looking for passionate, hard workers who want to earn some dough doing something they love!

- Bakers
- Apprentice Bakers
- Retail Assistants

| State | Store | Role |
|-------|-------|------|
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| State | Store | Role |
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Interested in a job listed?

Register your details for NRA screening and referral to employer.

[Baking Industry Recruitment 2022 - Job Seeker Candidates \(snapforms.com.au\)](https://www.snapforms.com.au)



Your local not listed but you want to work at Brumbys?
 Register your expression of interest
<https://www.brumbys.com.au/careers>



NBLA
NATIONAL BAKING
INDUSTRY ASSOCIATION

National Baking Industry Job Board

Facilitating a skilled workforce for the baking industry

- Search for jobs across Australia
- Baker, apprentice baker, pastry cook, retail assistant and more!
- Apply directly to the employer

<https://nbia.org.au/jobs/>

National Baking Industry Job Board

More jobs listed every week!

[Apply online -
https://nbia.org.au/jobs/](https://nbia.org.au/jobs/)

| State | Location | Store | Role |
|-------|-----------------------------|-----------------------------------|---|
| NSW | Evans Head | Wurlitzer Bakery | Casual Delivery Driver |
| NSW | Lismore | Henry's Bakery Cafe | Apprentice Pastry chef or Baker/Pastry chef |
| NSW | Ourimbah (Central Coast) | Heatherbraes Pies Sutton Forest | Apprentice Pastry Chef |
| NSW | Ourimbah (Central Coast) | Heatherbraes Pies Sutton Forest | Bakery production manager |
| QLD | Burleigh Heads | Burleigh Baker | Apprentice baker |
| QLD | Burleigh Heads | Burleigh Baker | Pastry Chef |
| QLD | Burleigh Heads | Burleigh Baker | Baker |
| QLD | Darra | Wildbreads Fresh Pty Ltd | Factory Manager |
| QLD | Emerald | Fairbairn-Bakery Emerald (QLD) | Shop Front Assistants |
| QLD | Everton Hills | Rainforest Bakery | Apprentice Baker & Pastrycook |
| QLD | Fortitude Valley and Carina | Galactic Donuts | Apprentice Baker and Cook |
| QLD | Idalia | Three Loaves Bakehouse | Cake Decorator/Pastry Chef |
| QLD | Inglewood | Albert St Baker | Bakery assistant wanted |
| QLD | Longreach | Merino Bakery | Baker – Nights |
| QLD | Molendinar | Gold Coast Baking Company Pty Ltd | Qualified Bakers and Non-trade bakery staff |
| QLD | Molendinar | Gold Coast Baking Company Pty Ltd | Trade Qualified Baker |
| QLD | Mooloolaba | Van Wegen's Continental Bakery | Apprentice |
| QLD | Newstead | Sprout Artisan Bakery | Qualified Baker |
| QLD | Noosaville | Rick's Artisan Pies and Sourdough | Baker/ Pastry Chef |
| QLD | Sippy Downs | Brumbys Bakery | Assistant Baker/ Apprentice Baker |
| QLD | Stanthorpe | Foxys Bakery | Apprentice Baker |
| QLD | Toowong | Toowong French Patisserie | Barista and Cafe all rounder wanted |
| QLD | Townsville | Kings Homestyle Cakes | Bakery Assistant/Cake decorator |
| QLD | Warana | Banjo's Bakery Café Warana | Sales Assistant |
| VIC | South Yarra | Rustica Sourdough | Apprentice baker, Apprentice pastry chef |

Other places to look for Bakery jobs



- Workforce Australia
<https://www.workforceaustralia.gov.au/>
- Your local bakery
- Supermarkets with in-store bakeries
- Social media
- [Australian Apprenticeship Network provider](#) (ASSN)

| AASN | QLD | NSW | ACT | VIC | TAS | SA | WA | NT | Website |
|---|-----|-----|-----|-----|-----|----|----|----|--|
| The BUSY Group Ltd | x | | | | | | x | | www.busyatwork.com.au |
| Chambers Apprenticeship Support Australia Pty Ltd | | x | | x | | | x | | www.apprenticeshipsupport.com.au |
| Sarina Russo Job Access (Australia) Pty Ltd | x | x | x | x | | | | | www.sarinarusso.com.au |
| VERTO Ltd | | x | | | | | | | www.verto.org.au |
| MEGT (Australia) Ltd | x | x | | x | x | x | x | | www.megt.com.au |
| Top End Group Training Pty Ltd | | | | | | | | x | www.gtntgroup.com.au |
| MAS National | x | | | x | x | x | | | www.masnational.com.au |

More jobs.....



donutking..



RETAIL FOOD GROUP

| STATE | BRAND | STORE | ROLE |
|-------|---------------|-----------------|--------------------------|
| NSW | Gloria Jean's | North Richmond | Team Member |
| NSW | Gloria Jean's | North Richmond | 2IC |
| NSW | Gloria Jean's | Raymond Terrace | Team Members |
| QLD | Donut King | Yamanto | 2IC |
| QLD | Donut King | Yamanto | Team Members |
| QLD | Donut King | Ascot | Supervisor |
| QLD | Donut King | Ascot | Team Member |
| QLD | Gloria Jean's | Helensvale | Store manager/supervisor |
| QLD | Gloria Jean's | Helensvale | Team Member |
| QLD | Gloria Jean's | Loganholme | Team Member |
| QLD | Gloria Jean's | North Lakes | Supervisor |
| QLD | Gloria Jean's | Cairns | Team Members |
| SA | Gloria Jeans | Marion | Team Member |
| VIC | Donut King | Cranbourne Park | Store Manager |
| VIC | Donut King | Stud Park | Store Manager |
| VIC | Donut King | Stud Park | Team Members |
| VIC | Donut King | Epping | Store Manager |
| VIC | Donut King | Epping | Team Member |
| VIC | Michel's Pat | Sunshine | Store Manager |
| VIC | Michel's Pat | Sunshine | Team Member |

[Home - Retail Food Group \(rfg.com.au\)](http://rfg.com.au)



Interested in a job
listed?

Register your details for NRA
screening and referral to
employer

[Baking Industry Recruitment 2022 - Job
Seeker Candidates \(snapforms.com.au\)](https://www.snapforms.com.au)



Questions?



Sandee Harris
Employer Liaison Officer

Retail Portfolio

Workforce Australia for Business | Employment and Workforce
Group | Industry Engagement
Australian Government Department of Employment and
Workplace Relations

Email: jobscommunity@dewr.gov.au

www.dewr.gov.au

