

Bakers



Occupational Profile

WHAT THEY DO

Mixes and bakes ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Belongs to the Agriculture, Food and Natural Resources cluster and Food Products and Processing Systems pathway.

IS THIS FOR YOU?

Work Interests are described in the following categories (compatible with Holland's Model) by people who tend to succeed in this career:

- **Realistic** – You are a “doer”. You like physical activities and projects. You like to find the answers to problems by doing hands-on work instead of talking about solutions.
- **Conventional** – You are an “organizer”. Keeping things neat and organized is important to you. You like working with charts and reports, and work well with power and authority.

Work Values are aspects of work that are satisfying to you. The following work values are generally associated with this career.

- **Support**– It's very important to you to know the company stands behind its workers and has competent, considerate and fair management.
- **Relationships** – It's very important to you that you have friendly co-workers. You would like to be of service to others without compromising your sense of right and wrong.

Aptitudes reflect a person's ability to acquire skills and knowledge. The following aptitudes are important for success in the career:

- **General Learning Ability**
- **Form Perception**

SKILLS YOU NEED

Basic Skills:

- Reading Comprehension
- Active Listening
- Speaking
- Mathematics
- Critical Thinking
- Active Learning
- Monitoring

Transferable (applicable in other careers):

- Cutting and slicing with machines
- Measuring ingredients for recipes
- Preparing orders for supplies

Workplace Skills

- Coordination
- Equipment Maintenance
- Instructing
- Judgment and Decision Making
- Management of Personnel Resources
- Operation and Control
- Quality Control Analysis
- Social Perceptiveness
- Time Management
- Troubleshooting

Additional skills for this occupation may be found at <http://www.iowaworkforcedevelopment.gov/career-exploration-resources>

Source: <https://secure.ihaveaplaniowa.gov/>

ESTIMATED & PROJECTED EMPLOYMENT

Occupational Title	2012 Estimated Employment	2022 Projected Employment	2012-22 Employment Change	Annual Growth Rate (%)	Total Annual Openings
Total, All Occupations	1,758,205	1,955,480	197,275	1.1	61,665
Production Occupations	161,460	173,485	12,030	0.7	4,695
Bakers	1,355	1,535	175	1.3	50

Source: <http://www.iowaworkforcedevelopment.gov/occupational-projections-0>

2015 WAGE & SALARY (\$)

Occupational Title	Average Wage	Average Salary	Entry Wage	Entry Salary	Experienced Wage	Experienced Salary
Total, All Occupations	19.77	41,122	9.55	19,858	24.88	51,755
Production Occupations	16.34	33,982	11.18	23,259	18.92	39,343
Bakers	11.89	24,728	8.71	18,121	13.48	28,031

Source: <http://www.iowaworkforcedevelopment.gov/occupational-projections-0>

EDUCATION & TRAINING

Education	Work Experience	Job Training
< High School Diploma	None	Long-Term On-The-Job

Bakers in specialty bakery shops and grocery stores often start as apprentices and learn the basics of baking, icing, and decorating. Most apprentices and trainees study topics such as nutrition, safe food handling, and basic baking. Many apprentice bakers participate in correspondence study and may work toward a certificate in baking. In manufacturing facilities, commercial bakers must learn how to operate and maintain the industrial mixing and blending machines used to produce baked goods. Bakers need to learn how to combine ingredients and how ingredients are affected by heat. They also need to learn how to operate various types of equipment used in the production process. If running a small business, bakers need to know how to operate a business. All bakers must follow government sanitation and health regulations.

Source: <http://www.iowaworkforcedevelopment.gov/occupational-projections-0> and <https://secure.ihaveaplaniowa.gov/>

NATIONAL CAREER READINESS CERTIFICATE (NCRC)

Skill	Median Skill Level
Applied Mathematics	3
Locating Information	4
Reading for Information	3

This ACT-developed credential demonstrates achievement and a certain level of workplace employability skills. The greater the score, the greater the skill level (Bronze = 3, Silver = 4, Gold = 5, Platinum = 6).

Source: <http://www.act.org/workkeys/analysis/occup.html>



PRIMARY INDUSTRY SECTORS

(Where are Bakers Employed?)

- Food Mfg
- Food and Beverage Stores
- General Merchandise Stores
- Food Services and Drinking Places
- Self Employed

Source: <http://www.iowaworkforcedevelopment.gov/occupational-projections-0>

ADDITIONAL SOURCES:

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