



Baking Industry Association of South Australia Inc.

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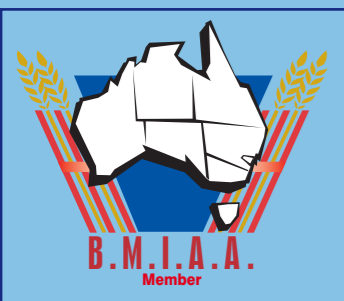
BIA SA NEW INITIATIVES

Bakery experienced operatives suited to management training in South Australia.

During several meetings with John Cassebohm from FTH Skills Council the BIAsa is seeking to combine with the major bakery employers in South Australia to determine a course of action toward establishing dedicated bakery management courses for suitable employees.

Information specific to the program can be gleaned from www.dfeest.sa.gov.au/ppp

The BIAsa has established a relationship with Adelaide University which has in turn created a model which could be used to implement the required training. We can further tailor the proposed training.



Productivity Places Program for Existing Workers

The Program has now commenced and DFEEST is seeking applications for funding which address the program criteria.

The Program

Productivity Places for Existing Workers is a joint South Australian Government and Australian Government initiative to raise the skill level of people already in the workforce to address the skill demands placed on industry sectors as part of the Skilling Australia for the Future Initiative.

The Program will fund complete nationally endorsed qualifications, primarily to Certificate IV or above.

Applications

We are seeking applications that will:

- Address skills in demand and be endorsed by industry
- Up-skill existing workers who are Australian citizens or permanent residents, over the age of 15 and employed for 1 hour or more per week
- Provide complete nationally endorsed qualifications issued by a Registered Training Organisation (RTO).

Applications targeting employees who are: aboriginal, women, youth, mature, new arrivals, have English as a second language or have a disability are encouraged.

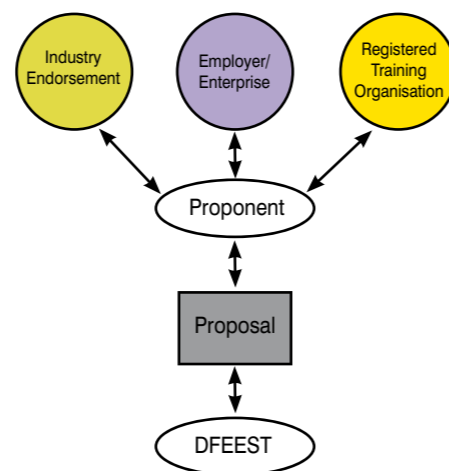
Proponent

The Proponent is the party ultimately responsible for the submission of the application and consultation with relevant parties to:

- Identify the existing workers to be up skilled who meet the eligibility criteria and their relevant employers
- Identify the RTO to provide the qualifications
- Identify minimum of 10 percent industry contribution
- Obtain industry endorsement and support for the training.

If the application is approved the Proponent will be the party contracted by DFEEST and responsible for the execution of the contract and the delivery of the outcomes.

The following diagram shows the application model:



The Proponent can be:

- Employer
- Public or Private Enterprise
- Industry Body/Association
- Employer Group
- Employee Body
- Registered Training Organisation (RTO)
- Educational Provider
- Other organisations with a role in workforce development

Industry Contribution

The funding for approved applications will be met by the South Australian Government and Australian Government with a minimum contribution of 10 per cent from industry.

How to apply

The current application round closes on 17 October 2008. Depending on the uptake of training places, further rounds may be run at a later date.

To apply please download:

- Fact Sheet
- Criteria
- Application Guidelines and Form
- Priority Occupations List

Proponents are strongly urged to contact the Productivity Places team (as below) to discuss the details of a possible proposal prior to submitting an application.

To find out more

Contact Productivity Places Program in the Department of Further Education, Employment, Science and Technology.

Phone (08) 8207 8767

Email dfeest.ppp@saugov.sa.gov.au

Training from a Baker's Perspective

By: Brett Noy
Uncle Bobs Bakery, QLD

It's only the **beginning...** ?
isn't it!

For quite some time now I've been perplexed by the declining level of skills and knowledge in the Australian Baking Industry. It is something lamented by bakers of old for many years now, and continues to be a hot topic of conversation at most industry gatherings around the country.

Over time I have heard the blame placed everywhere, from employers through to TAFE, yes, good old TAFE, is there anything they haven't been blamed for over the years?

We could probably pin petrol prices on them if we tried!

We send our apprentices off for a few weeks a year, or training is delivered on the job, and when they don't have the skills we require them to have we blame TAFE.

Back to Basics

The issue is bigger than that, the industry has changed, that is stating the obvious, and in my opinion the bakery training institutions in this country have kept pace beautifully with the needs of the majority of the industry.

However our expectations haven't. We still want our apprentices to complete their time knowing what bakers did 30 years ago, even though they are not using that knowledge on a day-to-day basis.

The Issue

We unfortunately though, are telling them that they have arrived; they have completed, you have reached the pinnacle of our trade, go forth and conquer!

As was recently explained to me, Certificate III in our industry as in most now, is the bare basic minimum required to reach competency. It is designed to give an individual the basic skills needed to be competent in our industry. Many Tafe institutions are attempting to value-add, but with time and budget constraints this is a difficult process.

The skills that were obtained years ago, where in a bakery you made a variety of products and most of them from scratch, then decorated them, and in some cases served the customers, are but a distant memory.

So what is the answer?

Self-Education

Why train those further who don't wish to be, or need to be trained further? Make people responsible for their own success-what a great system. I would much rather see my tax dollar used for better things.

See here I was thinking that the system was the problem, and as per usual it was my own thinking all along, as they say, "change your attitude or change your situation".

We need to educate ourselves. Knowledge is power. Rather than bakers believing that the end of an apprenticeship is the end, let it be the beginning, the real reality is, that from there it all begins. There are some fantastic books available on every aspect of baking that you can imagine.

But why stop there, you have Certificate IV in Patisserie, Business management, Artisan Baking, and myriad associations, Tafe courses and competitions that can be done to further yourself both personally and professionally.



Ignore this at your own peril!

Many years ago the ingredient companies in this country were owned or managed by people from the industry. Help was never far away if you needed it, recipes, technical advice, product development, it was all there. These companies had sales divisions that were backed up by technical divisions, these guys were well trained and very up to date with the complexities of their products, they were continually up-skilled.

This has changed dramatically, these same companies in many cases have been bought out, four times over and many have disappeared all together. That same level of expertise and support does not exist anymore, and is fading further at a rapid rate.

We need to fill this void ourselves, if we don't our product and industry will suffer and we will all be selling the same product, much of which will come from a box.

"Personal and business success comes from being unique", "what will you have that is different?"

Take responsibility for your own success!

If we are to keep pace with the rest of the world this needs to be a large part of the plan. I'm sorry if I've offended anyone who has unfortunately been of the belief a trade Certificate III is the finish of your bakery education. I know of many, and over the years, have employed many, that believe that this is the case.

We are in a changing world, and many things of old whilst still very relevant in many aspects, must be viewed differently and given a new lease of life in order to keep pace and prosper. Our bakery education is no different. Check out what is out there for you and go after it; you will be amazed where you can end up!!!