

Bakers



Occupational Profile

OVERVIEW

Mix and bake ingredients to produce breads, rolls, cookies, cakes, pies, pastries, or other baked goods. Belongs to the Manufacturing and Hospitality/Tourism career clusters and Production and Restaurants/Food/Beverage Services career pathways.

DOES THIS DESCRIBE YOU?

Work Interests involve descriptive categories (compatible with Holland's Model) attributed to success in this career:

- **Realistic** – Involves work activities that include practical, hands-on problems and solutions; often dealing with plants, animals, and real-world materials like wood, tools, and machinery.
- **Conventional** – Enjoy following set procedures and routines developed through higher authority; includes working with data and details more than with ideas.

Work Styles depict worker characteristics conducive for this career:

- **Dependability**
- **Attention to Detail**
- **Self Control**
- **Concern for Others**
- **Cooperation**

Work Values are associated with aspects of work that provide satisfaction in this career:

- **Achievement**– Sense of accomplishment.
- **Independence** – Autonomy; working on your own.
- **Support**—Management backing.

Aptitudes reflect an ability to acquire skills and knowledge for success in this career:

- **Near Vision**
- **Oral Comprehension**
- **Oral Expression**
- **Problem Sensitivity**
- **Speech Recognition**



SKILLS & KNOWLEDGE NEEDED

Basic Skills:

- Monitoring
- Active Learning
- Active Listening
- Coordination
- Critical Thinking

Technology Skills:

- Analytical or Scientific Software
- Data Base User Interface and Query Software
- Electronic Mail Software
- Enterprise Resource Planning Software
- Spreadsheet Software

Knowledge

- Production and Processing
- Customer and Personal Service
- Food Production
- English Language
- Mathematics

ESTIMATED & PROJECTED EMPLOYMENT

Occupational Title	2014 Estimated Employment	2024 Projected Employment	2014-24 Employment Change	Annual Growth Rate (%)	Total Annual Openings
Total, All Occupations	1,795,100	1,949,240	154,140	0.9	58,145
Production Occupations	167,720	172,880	5,160	0.3	4,585
Bakers	1,420	1,550	130	0.9	45

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

2017 WAGE & SALARY (\$)

Occupational Title	Mean Wage	Mean Salary	Entry Wage	Entry Salary	Exp Wage	Exp Salary
Total All Occupations	20.93	43,539	10.09	20,991	26.35	54,813
Production Occupations	17.06	35,492	11.59	24,108	19.80	41,185
Bakers	13.10	27,244	9.60	19,958	14.85	30,887

Source: <https://www.iowaworkforcedevelopment.gov/occupational-employment-and-wages>

EDUCATION & TRAINING



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

A diploma is required for most baker positions with training received from vocational schools and industry-based programs. Sources: <https://www.iowaworkforcedevelopment.gov/occupational-projections> and https://www.bls.gov/emp/ep_education_training_system.htm

NATIONAL CAREER READINESS CERTIFICATE (NCRC)

Skill	Median Skill Level	Minimum Skill Level	Maximum Skill Level
Applied Mathematics	3	3	4
Locating Information	4	3	4
Reading for Information	3	3	4
Applied Technology	n.a.	n.a.	n.a.
Business Writing	1	1	1
Workplace Observation	3	2	4
Listening for Understanding	2	1	3

An ACT assessment-based credential issued in determining essential work skills needed for employment success across industries and occupations. The greater the score, the greater the skill level (Bronze = 3, Silver = 4, Gold = 5, Platinum = 6 & higher). Source: <http://www.act.org/content/act/en/products-and-services/workkeys-for-employers/assessments.html>

ADDITIONAL SOURCES:

PRIMARY INDUSTRY SECTORS

(Where are Bakers Employed?)

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

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

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