

Baker



Study and Self-Assessment Guide

2026

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FORWARD

This study guide was developed by the Nova Scotia Apprenticeship Agency (NSAA) in collaboration with input from industry experts and instructors. Its purpose is to help apprentices and trade qualifiers strengthen their skills and prepare effectively for certification.

The guide focuses on the following key objectives:

- to provide relevant resources and supports for exam preparation
- to identify tasks performed by skilled workers
- to supply apprentices and trade qualifiers with trade-related assessments to identify learning gaps
- to facilitate the success rate of apprentice and trade qualifier certifications

Any questions, comments, or suggestions for changes, corrections, or revisions to this study guide or any of its related products may be forwarded to:

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INTRODUCTION

In Nova Scotia to be recognized as a Red Seal certified Baker, you must have one of the following:

- a **certificate of qualification** (CofQ),
- have a **certificate** recognized by the Director

By successfully completing all certification requirements as an apprentice or trade qualifier including passing your certification exam and meeting the required hours of on-the-job experience, you will receive your **Certificate of Apprenticeship** and/or **Certificate of Qualification**, within the Baker trade.

About this Study Guide

This Study Guide was created by the Nova Scotia Apprenticeship Agency to help you prepare and study for the **Baker certification examination** as an apprentice or trade qualifier.

This guide is designed to help you:

- Understand the skills and knowledge covered on the exam
- Help you identify your strengths and areas of opportunity
- Assist you in organizing content areas into manageable pieces
- Provide you with additional resources to help you successfully complete certification

The Baker certification exam is based on the trade activities, skills and knowledge outlined by industry experts in the [Baker Red Seal Occupational Standard \(RSOS\)](#).

The assessments, study plans, resources and references in this guide are designed to help you prepare you for your certification exam. By reflecting on your current understanding of the trade, identifying knowledge gaps and applying effective study strategies while reviewing relevant materials, you can position yourself for success on exam day.

BAKERS



Bakers work in bakeries, catering, hotels, restaurants, institutions, research and development and more. You may be an entrepreneur and start your own business.

Wherever you work, you'll need the following skills:

- Time management
- Multi-tasking
- Communication
- Safe food storage and handling
- Baked goods principals and terminology
- Assembly skills
- Math to apply and adapt formulas
- Teamwork

This study guide is designed to help you prepare to take the Baker certification exam. The exam will test you on the full scope of your trade. Whether you are an apprentice or experienced Baker preparing to trade qualify, this study guide and resources will help guide your exam preparation, ensuring your level of comprehension encompasses the knowledge and skills of the entire trade.



Apprentice

As an apprentice, you will be working alongside and learning from an experienced journeyman mentor.

85% of your learning will be on-the-job experience, with **15%** representing a from of technical training.

To qualify to write your certification exam:

- ✓ You have logged over **5,400** hours under the supervision of certified journeyman,
- ✓ Successfully completed all levels of **technical training**,
- ✓ All required **logbook tasks** have been completed and signed off on.



Trade Qualifier

As a trade qualifier, you have significant experience within the Baker trade, but you are not a registered apprentice or currently certified in the trade.

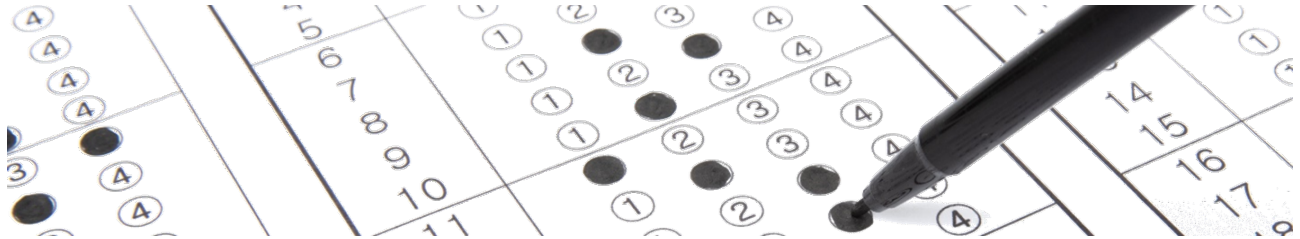
To qualify to write your certification exam:

- ✓ You have over **8,100** hours experience
- ✓ You have two qualified references who can **attest to your skills** in the trade
- ✓ You're **ready to challenge the exam**

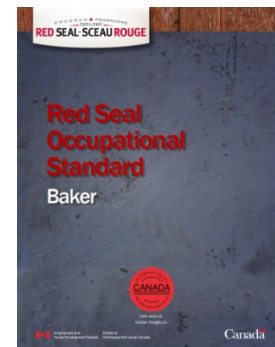
This study guide is designed to help you prepare to take the Red Seal Standards exam while you are waiting for the paperwork and exam date.

To access the guidelines and process for the [Trade Qualification Program](#) in Nova Scotia, use this link or visit the NSAA website.

BAKER RED SEAL EXAMINATION



The Baker Red Seal certification is based on the [Baker Red Seal Occupational Standard](#) (RSOS). Click on the link or image to be taken to the RSOS.



The Red Seal Baker exam is an inter-provincial exam with **150 multiple choice questions**.

There are three types of questions you will see on the exam:




- *Knowledge and recall*
- *Procedural and application*
- *Critical thinking*

The exam may include math concepts such as scaling recipes, converting units of measurement, and formulas for recipes.

You will be tested on your knowledge of procedures, as well as critical thinking or problem-solving skills.

Some questions may be complex and require an analysis of the situation and multiple calculations.

Following is an example of each type of question pertaining to the Baker trade exam¹:

	% of Questions	Testing	Example Question
Knowledge & Recall 	20 to 30%	Tests your ability to recall and understand definitions, facts and principles.	What ensures an optimal sweet yeast dough product? A) Using eggs and butter. B) Increasing proofing time. C) Decreasing eggs. D) Using a blend of roll-in fat and butter.
Procedural & Application 	55 to 65%	Tests your ability to apply your knowledge of procedures to a situation.	50 special occasion cakes are to be decorated in two hours. Which techniques are required to meet the time deadline? A) Ice and cover with rolled fondant and decorate with marzipan roses. B) Basket weave entire cake with fresh chocolate dipped strawberries. C) Cornell lace on sides of cake with beaded borders and fresh flowers. D) Comb sides of cakes with shell border and decorate with pre-made sugar flowers.
Critical Thinking 	15 to 25%	Tests your ability to interpret data, solve problems and arrive at valid conclusions.	What causes shortbread to spread? A) Under mixing. B) Too much flour. C) Not enough flour. D) Too much oven heat.

¹ Baker – Exam Information – Red Seal

CERTIFICATION EXAM WEIGHTINGS

The Baker RSOS material is organized into the following categories:

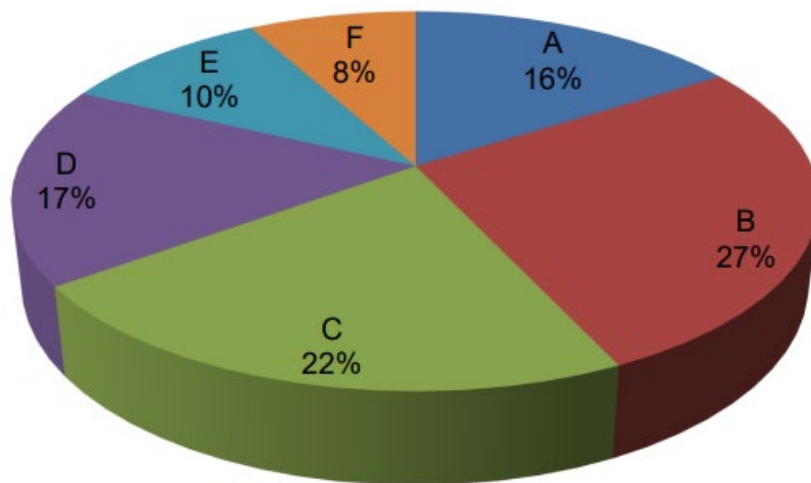
- **Major Work Activity (MWA).**
- The MWAs are further broken down into **TASKS** (describes activities within an MWA).
- **SUB-TASKS** (describe activities within a task)

The exam is based on the tasks and subtasks.

The Baker trade has six Major Work Activities (MWA):

- **MWA A** Performs common occupational skills (16%)
- **MWA B** Prepares fermented goods (27%)
- **MWA C** Prepares cookies, bars, quick breads, pastry doughs and cakes (22%)
- **MWA D** Performs assembly and finishing (17%)
- **MWA E** Prepares chocolate, confections and sugar works (10%)
- **MWA F** Prepares desserts, ice creams and ices (8%)

This pie chart represents the percentage (%) of questions on the certification exam based on each of the MWAs. Percentages are based on the collective input from representatives of the Baker industry across Canada.






Click [here](#) to go to the Red Seal Baker – Exam Information.

Assess Your Knowledge

When determining exam readiness, it is important for you to assess your current level of understanding of the content. Below are the tasks defined in the Baker Red Seal Occupational Standard. These are the tasks outlining the trade activities, skills and knowledge required to be proficient in the trade.

Review each task carefully and determine your level of understanding and experience in the column at the end of each task:

	LOW or POOR	I have no or very little understanding or experience in this activity
	MEDIUM or GOOD	I understand this activity and have some experience doing it in limited situations
	HIGH or EXCELLENT	I have a very good understanding of this activity and am fully competent in doing it in many situations

At the end of each Major Work Activity (MWA) section, note the areas of improvement.

Aligned with each task are applicable trade resources vetted by industry. You can review the applicable resources to expand your understanding and confidence of the content for when you write your certification exam.

You can also complete the online self-assessment on the Baker Red Seal site: [click here](#).

Resource Key

PB – Profession Baking 7th Edition ; FSS&P - Food Safety, Sanitation, and Personal Hygiene

Baker Study Guide

Area of Competency Trade Skills by Task/Sub-task		# of Questions out of 150	Resource Chapter	Self- Assessment Poor/Good/ Excellent	Notes
MWA A - Performs Common Occupational Skills		23			
<i>Task A-1 Performs safety- and hygiene-related functions</i>					<i>Safe work practices: - biologic, chemical, physical. Temperature, wash / gloves!</i>
Example	<i>Maintains safe work environment</i>	3	PB-2	Good	
A-1.01	Maintains safe work environment	3	PB - 2 FSS&P-10		
A-1.02	Uses personal protective equipment (PPE) and safety equipment		PB - 2 FSS&P-10		
A-1.03	Maintains professional appearance and personal hygiene		PB - 2 FSS&P-10		
<i>Task A-2 Practices food safety procedures</i>					
A-2.01	Maintains safe condition and temperature of raw ingredients and finished products	3	PB - 2, 5		
A-2.02	Prevents cross-contamination of raw ingredients and finished products		PB - 2		
A-2.03	Cleans and maintains tools and equipment		PB - 3		

Area of Competency Trade Skills by Task/Sub-task		# of Questions out of 150	Resource Chapter	Self- Assessment Poor/Good/ Excellent	Notes
<i>Task A-3 Uses and maintains tools and equipment</i>					
A-3.01	Uses non-mechanized tools	3	PB - 2, 3		
A-3.02	Uses mechanized tools		PB - 2, 3		
<i>Task A-4 Organizes work</i>					
A-4.01	Schedules production and workflow	4	PB - 2		
A-4.02	Organizes workplace and workspace		PB - 2,3		
<i>Task A-5 Manages products and information</i>					
A-5.01	Orders Products	4	PB - 2		
A-5.02	Receives Products		PB - 2		
A-5.03	Manages Inventory		PB - 2		
A-5.04	Performs quality control assessments on bakery products		PB - 5		
A-5.05	Stores bakery products		PB - 6		
A-5.06	Packages bakery products				
<i>Task A-6 Performs routine work practices</i>					Note: Performs portion control and uses convenience foods are referenced throughout the Prof. Baking resource text.
A-6.01	Performs portion control	3			
A-6.02	Uses convenience foods				
A-6.03	Uses formulations		PB - 2		
A-6.04	Applies dietary information		PB - 26		

Area of Competency Trade Skills by Task/Sub-task		# of Questions out of 150	Resource Chapter	Self- Assessment Poor/Good/ Excellent	Notes
<i>Task A-7 Adapts bakery practices to meet dietary requirements</i>					
A-7.01	Adapts baker practices to meet dietary requirements	3	PB - 26		
A-7.02	Selects ingredients to meet dietary requirements		PB - 26		
A-7.03	Prepares food to meet dietary requirements		PB - 26		
<i>Task A-8 Uses communication and mentoring techniques</i>					
A-8.01	Uses communication techniques	0	Ment-701		
A-8.02	Uses mentoring techniques		Ment-702		
MWA B - Fermented Goods		41			
<i>Task B-9 Prepares pre-ferment</i>					
B-9.01	Mixes ingredients for pre-ferment	6	PB - 7, 8		
B-9.02	Manages pre-ferment process		PB - 6, 7, 8		
<i>Task B-10 Prepares dough</i>					
B-10.01	Manages dough temperature	11	PB - 7		
B-10.02	Mixes ingredients for fermented goods		PB - 7		
B-10.03	Manages bulk fermentation		PB - 7		

Area of Competency Trade Skills by Task/Sub-task		# of Questions out of 150	Resource Chapter	Self- Assessment Poor/Good/ Excellent	Notes
<i>Task B-11 Forms dough</i>					
B-11.01	Divides dough	9	PB - 8		
B-11.02	Shapes dough		PB - 8		
B-11.03	Monitors final proof of dough		PB - 8		
<i>Task B-12 Forms laminated dough</i>					
B-12.01	Laminates dough	7	PB - 9		
B-12.02	Performs make-up of laminated dough products		PB - 9		
B-12.03	Monitors final proof of laminated dough products		PB - 9		
<i>Task B-13 Finishes fermented goods</i>					
B-13.01	Applies pre-bake finish	8	PB - 8,9		
B-13.02	Bakes fermented goods		PB - 8,9		
B-13.03	Deep-fries fermented goods		PB - 11		
MWA C - Prepares cookies, bars, quick breads, pastry doughs and cakes		33			
<i>Task C-14 Prepares cookies and bars</i>					
C-14.01	Mixes cookie and bar ingredients	7	PB - 18		
C-14.02	Performs make-up of cookies and bars		PB - 18		
C-14.03	Bakes cookies and bars		PB - 18		

Area of Competency Trade Skills by Task/Sub-task		# of Questions out of 150	Resource Chapter	Self- Assessment Poor/Good/ Excellent	Notes
<i>Task C-15 Prepares quick breads</i>					
C-15.01	Mixes quick break ingredients	7	PB -10		
C-15.02	Performs make-up of quick breads		PB -10		
C-15.03	Bakes quick breads		PB -10		
<i>Task C-16 Prepares pastry doughs</i>					
C-16.01	Mixes pastry dough ingredients	9	PB –13-15		
C-16.02	Performs make-up of pastry doughs		PB –13-15		
C-16.03	Bakes pastry doughs		PB –13-15		
<i>Task C-17 Prepares cakes</i>					
C-17.01	Mixes cake ingredients	10	PB -16		
C-17.02	Portions mixture for cakes		PB -16		
C-17.03	Bakes cakes		PB -16		
MWA D - Performs assembly and finishing		26			
<i>Task D-18 Prepares creams, custards, sweet fillings, decorating pastes and icings</i>					
D-18.01	Performs make-up of creams, custards, sweet fillings, decorating pastes and icings	6	PB -12		
D-18.02	Cooks creams, custards and sweet fillings		PB -19		
D-18.03	Holds products for use		PB -19		

Area of Competency Trade Skills by Task/Sub-task		# of Questions out of 150	Resource Chapter	Self- Assessment Poor/Good/ Excellent	Notes
<i>Task D-19 Prepares savoury fillings</i>					
D-19.01	Performs make-up of savoury fillings	3			
D-19.02	Holds savoury fillings for use				
D-19.03	Portions savoury fillings				
<i>Task D-20 Prepares sauces, glazes and garnishes</i>					
D-20.01	Prepares sauces, glazes and garnishes	4	PB - 12		
D-20.02	Performs make-up of garnishes		PB - 12		
D-20.03	Holds sauces, glazes and garnishes for use		PB - 12		
<i>Task D-21 Assembles and bakes sweet and savoury pastries</i>					
D-21.01	Performs make-up and assembly of sweet and savoury pastries	4	PB – 14,15		
D-21.02	Bakes sweet and savoury pastries		PB – 14,15		
<i>Task D-22 Assembles cakes and other baked goods</i>					
D-22.01	Performs make-up and assembly of cakes and other baked goods	5	PB - 17		
D-22.02	Portions cakes and other baked goods		PB - 17		
<i>Task D-23 Decorates and finishes baked goods</i>					
D-23.01	Applies sauces, toppings and glazes	4	PB - 17		
D-23.02	Applies garnishes and decorative products		PB - 17		

Area of Competency Trade Skills by Task/Sub-task		# of Questions out of 150	Resource Chapter	Self- Assessment Poor/Good/ Excellent	Notes
MWA E - Prepares chocolate, confections and sugar work		15			
<i>Task E-24 Prepares Chocolate</i>					
E-24.01	Selects quality and types of chocolate	9	PB - 23		
E-24.02	Prepares fillings for chocolate		PB - 23		
E-24.03	Prepares couvertures and compounds		PB - 23		
E-24.04	Uses couvertures and compounds		PB - 23		
<i>Task E-25 Prepares confections and sugar work</i>					
E-25.01	Boils sugar and sugar substitutes	6	PB - 25		
E-25.02	Forms sugar and sugar substitutes		PB - 25		
E-25.03	Creates artistic garnishes and sugar work		PB - 25		
E-25.04	Prepares confections		PB - 25		
MWA F - Prepares desserts, ice creams and ices		12			
<i>Task F-26 Prepares plated desserts</i>					
F-26.01	Plans plate design	4	PB - 20, 21, 22		
F-26.02	Assembles components		PB - 22		

<i>Task F-27 Prepares ice creams and ices</i>					
F-27.01	Prepares bases for ice creams and ices	4	PB - 20		
F-27.02	Performs make-up of ice creams and ices		PB - 20		
<i>Task F-28 Prepares frozen desserts</i>					
F-28.01	Performs make-up of frozen dessert components	4	PB - 20		
F-28.02	Assembles frozen dessert components		PB - 20		
F-28.03	Holds frozen desserts		PB - 20		

Study Plan

Now that you have assessed your level of understanding of the Baker trade activities, skills and knowledge to be tested on the certification exam, it is important for you to develop a study plan. *Study smarter, not harder* is an important approach to prepare for your exam especially when you have a busy schedule.

Review the tips below:



Begin by applying for your trade qualifying date and then set a plan to complete your studies by that date.



Create a study guide by topic. Formulate questions and problems with correct answers. Create your own quiz.



Become a teacher. Say the information aloud and in your own words as if you are the instructor and you are teaching the concepts to a class – or better yet, work with a co-worker/journeyperson.



Develop flash cards to help you study and quickly check your knowledge.



Create concept maps or diagrams that explain the material and provide a visual tool for you to study.



Create scenarios which reflect applying skills, knowledge and trade activities.

We have provided a Study Guide resource template you can use, or create your own: [Study Plan Template.pdf](#)






TIP! The [Baker RSOS appendix](#) reviews commonly used acronyms, tools and equipment, and a glossary of terms used within the trade. Taking the time to review the appendix will familiarise you with the language and terms used on the exam.

Exam Preparation

Effective preparation helps ensure a successful outcome when writing exams. Understanding where to focus your time when studying will help you study more efficiently.

The following [Exam Prep Video Series](#) will walk you through the exam process in detail, whether you are an apprentice or trade qualifier.

Click on the applicable links below to access the videos that relate to your pathway.

Exam Prep Video Series for <u>TRADE QUALIFIERS</u>		
	Video One:	Intro to Examinations
	Video Two:	Exam Preparation: Self-Assessments, Study Plans & Resources
	Video Three:	Learning Strategies, Accommodations & Booking Your Exam
	Video Four:	Exam Writing & Results

Exam Prep Video Series for <u>APPRENTICES</u>		
	Video One:	Intro to Examinations
	Video Two:	Exam Preparation: Self-Assessments, Study Plans & Resources
	Video Three:	Learning Strategies, Accommodations & Booking Your Exam
	Video Four:	Exam Writing & Results

On-the-job experience comprises approximately **85%** of your learning, while technical training comprises approximately **15%** of your trade's skills and knowledge. It is important to review trade related textbooks, online courses and other trade-related resources.


Remember, the exam questions are developed using the Red Seal Occupational Standard which outlines the skills and knowledge required to perform the full scope of your trade effectively.

RESOURCES

In the following section, we have listed applicable resources you can access to review the knowledge, skills and experience found within the Baker trade.

When reviewing resources, start by:

- Condensing course material into smaller amounts that are easier to remember.
- Visualize, understand and demonstrate relationships or connections around concepts and ideas.
- Create examples and apply information to 'real world' situations.

<i>Resource</i>	<i>Location</i>	<i>Overview</i>
	Build Your Skills - SkillPlan Learning Hub	Trade-related units (i.e. Math Applications; Managing Test Anxiety; Reading and Document Use; etc.)
<i>Baker RSOS</i>	Red Seal Website	The Occupational Standard lists the tasks a certified journey person within the trade needs to know. This document defines what is meant by the 'full scope of the trade'.
<i>Safety at Work</i>	Safety at Work	The <i>Safety at Work</i> online, e-learning module explores the role all trades people play in creating a safe work environment as well as an overview of the principles of workplace safety.
<i>NSAA Mentoring Program</i>	Skilled Trades Mentoring Program	Mentoring plays a critical role in the apprenticeship system and serves as the cornerstone for skill development.

Canadian Centre for Occupational Health and Safety (CCOHS)

[CCOHS: Lockout/Tag out](#)

Defines lockout/tag out, its importance, purpose, basic steps and responsibilities.

Canadian Centre for Occupational Health and Safety (CCOHS)

[CCOHS: Environment Pictogram](#)

Discusses how to work safely with products using the environment pictogram.

Canadian Centre for Occupational Health and Safety (CCOHS)

[CCOHS: WHMIS - Safety Data Sheet \(SDS\)](#)

Discusses the what, how, when and why around SDS.

Reading Resources

- [Professional Baking – 8th Edition](#); Wayne Gisslen
[The 7th Edition of Professional Baking](#); Wayne Gisslen was used for the creation of this study guide.
- Understanding the standards you'll be held to will help you prepare for both practical and theoretical assessments.
Click [HERE](#) to access the Red Seal Occupational Standard for Baker.
- For answers to questions about the Red Seal Exam Format and other questions related to preparing for a Red Seal Exam review [Red Seal Exam Preparation Guide](#).
- Having a plan in place will help you be successful as you prepare for your exam.
Take a look at [Make a Good Study Plan](#) (University of Groningen) for tips and tricks to guide you to success.
- Practice Exam: [HERE](#)
- Nova Scotia Apprenticeship Agency [Learning Supports](#)
- Nova Scotia Apprenticeship Agency [Skilled Trades Mentoring Program](#)
- Nova Scotia Apprenticeship Agency [Tips for Writing Multiple-Choice Exams](#)
- Nova Scotia Apprenticeship Agency [Trade Qualifiers & Military](#)
- Nova Scotia Apprenticeship Agency [Trade Qualification Program \(Guidelines and Process\)](#)
- Nova Scotia Apprenticeship Agency [Training and Exams](#) (Including Exam Schedules)

NSCC Open Textbooks

[Applied Math for Food Service](#)

[Basic Kitchen and Food Service Management](#)

[Food Safety, Sanitation, and Personal Hygiene](#)

[Foodpreneurship](#)

