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**Becoming a Baker:-  
Factors Contributing to the  
Successful Completion of the National  
Certificate in Food Production –  
Baking (level 4) by Apprentices in the  
New Zealand Baking Industry.**

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## Abstract

Following the changeover from a Trade Certificate qualification to the unit standards based New Zealand National Certificate in Food Production – Baking (level 4), the number of apprentices completing a qualification in baking declined dramatically. Using sociocultural theories of learning as the context, case studies of apprentices who had completed the National Certificate at level 4 were studied to find out if there were significant factors that may be used by the baking industry to increase the number of apprentices who will complete successfully.

The findings show that personal motivating factors play a large role in encouraging an apprentice to complete. One of the main motivating factors is the need for the apprentice to “become a baker”. Support factors provided to apprentices were also studied and the roles of the employer, workplace assessor and the ITO regional manager were all found to be important factors contributing to the eventual success of the apprentice.

This study concludes that in order for apprentices to succeed, not only must apprentices be self-motivated, but also the baking industry as a whole must take on the responsibility of ensuring that the members of the community of practice (that is the NZ baking industry) become conversant with the requirements for nurturing and guiding their apprentices towards the completion of the training, learning and assessments for obtaining National Certificate qualifications.

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## Contents

|                               |           |
|-------------------------------|-----------|
| <b>Abstract .....</b>         | <b>i</b>  |
| <b>Acknowledgements .....</b> | <b>ii</b> |

### Chapter 1

|                                  |          |
|----------------------------------|----------|
| <b>Introduction .....</b>        | <b>1</b> |
| 1.1 Background .....             | 2        |
| 1.2 The research questions ..... | 5        |
| 1.3 Structure of thesis.....     | 6        |

### Chapter 2

|  |          |
|--|----------|
| <b>Literature Review .....</b>   | <b>8</b> |
| 2.1 Part 1 - Review of studies undertaken by other researchers .....         | 8        |
| 2.1.1 Studies on apprentice completions .....                                | 8        |
| 2.1.2 Studies of success .....   | 14       |
| 2.1.3 The role of motivation in success.....                                 | 16       |
| 2.2 Part 2 - Studies on apprenticeships and sociocultural aspects.....       | 17       |
| 2.2.1 Apprenticeships and a sociocultural context .....                      | 18       |
| 2.2.2 Competency based Assessments (CBA) and the Sociocultural Context ..... | 23       |

### Chapter 3

|   |           |
|---|-----------|
| <b>Research Methodology and Process .....</b> | <b>27</b> |
| 3.1 Theory Underpinning this Research .....   | 27        |
| 3.1.1 Choice of Research Approach .....       | 29        |

|   |    |
|---|----|
| 3.2 The Research Process .....                                | 31 |
| 3.2.1 Planning Overall and Timeline Taken .....               | 31 |
| 3.2.2 Ethical Issues.....                                     | 32 |
| 3.3 Overview of the research process.....                     | 33 |
| 3.3.1 Questionnaire.....                                      | 33 |
| 3.3.2 Interviews.....   | 36 |
| 3.4 Some of the anticipated limitations of this research..... | 39 |

## Chapter 4

|  |           |
|--|-----------|
| <b>Findings and Results.....</b>   | <b>40</b> |
| 4.1 Profile of Participants.....   | 40        |
| 4.2 Findings.....  | 43        |
| 4.2.1 Findings and Results from Support Factors .....                            | 44        |
| 4.2.2 Strategies used to complete qualifications .....                           | 60        |
| 4.3 Review of findings and results as they relate to the research question ..... | 65        |

## Chapter 5

|  |           |
|--|-----------|
| <b>Discussion, Interpretation and Recommendations .....</b>                                  | <b>68</b> |
| 5.1 Building a Community of Practice for Workplace Assessments .....                         | 68        |
| 5.1.1 Nurturing a new community of practice based on the new qualification requirements..... | 69        |
| 5.1.2 Nurturing the managers and supervisors supportive of training. ....                    | 69        |
| 5.1.3 Working through issues of equity .....   | 69        |
| 5.1.4 The issue of information dissemination .....   | 70        |
| 5.1.6 Improving apprentice peer interaction opportunities. ....                              | 71        |
| 5.1.7 Providing opportunities provided to apprentices to learn how assessments work. ....    | 71        |
| 5.2 Becoming a Baker .....   | 72        |
| 5.3 Some Recommendations for Change.....   | 72        |

|   |    |
|---|----|
| 5.3.1 Employer and / or manager / supervisor support systems .....                              | 72 |
| 5.3.2 The importance of setting goals .....   | 73 |
| 5.3.3 Encouraging a spirit of competition .....   | 74 |
| 5.3.4 Providing better mechanisms to obtain prompt feedback of unit<br>standard completion..... | 74 |
| 5.4 Comments on Research Questions.....   | 74 |
| 5.5 Possibilities for Future Research.....  | 76 |
| 5.5.1 The apprentices. ....   | 76 |
| 5.5.2 The supporting players .....  | 77 |
| 5.5.3 The community of practice that is being formed around the new<br>qualifications .....     | 78 |
| 5.5.4 The impact of Modern Apprenticeship Coordinators .....                                    | 79 |
| 5.5.5 The effectiveness of current systems.....   | 80 |

## Chapter 6

|  |           |
|--|-----------|
| <b>Conclusion .....</b>                | <b>81</b> |
| 6.1 Limitations and Implications ..... | 81        |
| 6.2 Bringing it together .....         | 83        |
| <b>Bibliography .....</b>              | <b>85</b> |

## **Appendices**

### Appendix 1

Questionnaire /Survey Distributed to Apprentices

### Appendix 2

Questions used to interview apprentices

### Appendix 3

Information sheet for questionnaire / survey

### Appendix 4

|   |  |
|---|--|
| Information sheet for interview participants  |  |
| Appendix 5  |  |
| Consent Form for Interviews   |  |
| Appendix 6  |  |
| Copy of Evidence Guide  |  |
| Appendix 7  |  |
| Copy of Colour Coded Training Guide   |  |
| Appendix 8  |  |
| Copy of Index / Cover Sheet Detailing National Certificate Qualifications   |  |
| Appendix 9  |  |
| Sample of Comments Section of Questionnaire / Survey Sheet  |  |
| Appendix 10   |  |
| Sample of Page of Interview Transcript  |  |
| Appendix 11   |  |
| Sample Page Showing Collation of Data Gleaned from Interviews and<br>Comments Extracted from Questionnaire / Survey |  |

**List of Tables**

|  |    |
|--|----|
| Table 1.....   | 4  |
| Pass Rates for Trade Certificate Examinations 1994 to 2000   |    |
| Table 2.....   | 40 |
| Group profiles of the pilot group, the apprentices who were surveyed<br>and the apprentices interviewed. |    |
| Table 3.....   | 44 |
| Factors that support an apprentice working through his/ her<br>qualification in order of importance      |    |
| Table 4.....   | 45 |
| Employer support   |    |
| Table 5.....   | 48 |



Work place assessor support

|                                  |    |
|----------------------------------|----|
| Table 6.....                     | 51 |
| Regional Managers                |    |
| Table 7.....                     | 55 |
| Assessment and Training Material |    |
| Table 8.....                     | 57 |
| Correspondence Course Provider   |    |
| Table 9.....                     | 58 |
| Block Course Provider            |    |
| Table 10.....                    | 59 |
| NZQA                             |    |