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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.**

A thesis presented in partial fulfilment of the  
requirements for the degree of  
Master in Education (Adult Education)

At Massey University (Wellington)  
New Zealand

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2002

## 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.

## Acknowledgements

A special thank you to the bakers who took part in the interviews. Their insights and responses form the basis of this thesis. I am ever grateful for their forbearance and sense of humour as they put up with my first foray into the realms of the academic research processes.

My gratitude is also extended to the apprentices who filled in the questionnaire.

A very special thanks to Alison Viskovic (my efficient, patient and supportive supervisor). Thank you also to Linda Leach (for encouragement on academic writing), Guyon Nuetze (for changing my pre-conceived ideas about the role of assessments) and Marg Gillling (for her help in making sure that the correct procedures were followed to get my research proposal through the Massey University Human Ethics Committee).

My gratitude also to:

my parents (it's been a long wait),

my husband, Mark (for believing that I could do it),

my children, Jonathan & Joanna, (I hope that this sets them something to aspire to),

colleagues at NZBTC (who were subjected to proofreading endless drafts) and to the

WW writers group (for their advice on writing from the heart).

<p>This project has been reviewed &amp; approved by Massey University Human Ethics Committee, WGTN protocol 01/105</p>
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