

Qualification Title: New Zealand Certificate in Baking (Level 3)

Qualification number: 1841

Date of review: 10 August 2016

Final decision on consistency: National Consistency is Confirmed

Threshold

The threshold to determine sufficiency with the graduate profile was determined as evidence of graduates who:

- Are able to work safely with limited supervision in a bakery environment.
- Apply basic baking skills to produce bakery products.
- Understand and follow health and safety and food hygiene processes
- Work collaboratively and communicate effectively as a member of a team.
- Demonstrate numeracy skills, [and to a lesser extent literacy skills], to work in a bakery environment

Tertiary Education Organisations with sufficient evidence

Tertiary Education Organisation	Final rating
Universal College of Learning (UCOL)	Sufficient
Manukau Institute of Technology (MIT)	Sufficient

Introduction

This is a level 3 qualification of 60 credits, is designed to provide introductory skills and knowledge for people intending to work in the baking industry. Graduates may obtain employment as apprentices or trainee bakers or in similar entry level roles in the baking industry and/or may progress to one or more of:

- New Zealand Certificate in Baking (Generalist) (Level 4) [Ref: 1842]
- New Zealand Certificate in Trade Baking (Craft) (Level 4) with strands in Bread, Cake and Biscuit, and Pastry [Ref: 2698]
- New Zealand Certificate in Trade Baking (Plant) (Level 4) [Ref: 2697]

The qualification is designed with the intention that programmes leading to the qualification would be delivered off job in a pre-employment context.

The two providers of the qualification between them reported 53 graduates in 2015.

How well does the evidence provided by the education organisation demonstrate that its graduates match the graduate outcomes at the appropriate threshold?

The criteria used to judge the above evaluation question were (p10 NZQA consistency guidelines):

- The nature, quality and integrity of the evidence presented by the Education Organisation
- How well the organisation has analysed, interpreted and validated the evidence, and used the understanding gained to achieve actual or improved consistency
- The extent to which the Education Organisation can reasonably justify and validate claims and statements relating to the consistency of graduate outcomes, including in relation to other providers of programmes leading to the qualification.

Evidence

A range of evidence was submitted to demonstrate that graduates had skills and knowledge consistent with those specified in the graduate profile of the qualification and met the required threshold. For instance:

- Evidence that over half of the graduates from one provider all had moved into further study¹ in baking.
- Anecdotal records from lecturers for the programme who had visited employers and students in work-placement to ascertain how well the training programme had prepared students for their role and to identify any potential gaps in the training. The evidence indicated that all of the employers visited were positive about this programme and the work readiness of graduates. However, this evidence would have been more convincing if the feedback requested from employers had been better aligned to the elements of the graduate profile.
- Records of feedback from employers and students on work placement, confirming that the programme had provided students with a range of skills appropriate to an entry level role in the baking industry

The evidence presented before, at and subsequent to, the review meeting demonstrated that the graduates match the graduate outcomes. The evidence discussed above is consistent with the graduate profile and indicates that graduates meet the threshold.

Although the review discussion provided the reviewer with increased confidence of consistent graduate outcomes, the formal evidence presented for this consistency review was not well aligned to the graduate profile outcomes. It was limited in terms of graduate destination and progression data.

¹ This provider delivers the NZ Certificate level 3 to Youth Guarantee students who as a cohort are nested into the NZ Certificate in Baking (Generalist) Level 4 class and seamlessly progress to the level 4 programme at the end of their first trimester.

Examples of good practice

One provider tabled a detailed “Programme Evaluation Report” which is standard practice for every programme at this Education Organisation. The report provided a good reflection and analysis of programme performance and outcomes which had been informed by staff, learners and other stakeholders.

Issues and concerns

That the depth and quality of evidence provided was not strong and was not directly aligned to the graduate profile.

Recommendations to Qualification Developer

There are no recommendations to the developer other than those raised in the previous section.