

FDQ - Qualification Specification

FDQ number	Qualification title	EPA Plan number	EQF Level	Qualification number (QN)
321-315	FDQ Level 2 End-point Assessment for Baker	ST0191/AP05	3	610/0424/8

Qualification objective

This End-point Assessment (EPA) qualification is designed for learners who have completed the on-programme training for the Baker standard apprenticeship. Successful completion of this EPA confers the correct level of knowledge, skills and behaviours specified in the apprenticeship standard, and contributes towards the achievement of the Level 2 Baker apprenticeship. FDQ provides an EPA statement of results, but certification of the complete apprenticeship standard is provided by the Education and Skills Funding Agency (ESFA).

Regulation

The EPA qualification is externally quality assured by Ofqual.

Entry Requirements

Learners need to be 16 years old or over to take this qualification, employed or contracted in a workplace and enrolled on the Baker standard apprenticeship.

Prior to taking this EPA qualification, entrants should meet the Level 2 Baker gateway requirements as specified in the assessment plan:

- On and off the job training to develop knowledge, skills and behaviours as specified in the apprenticeship standard
- Level 2 Mathematics
- Level 2 English
- Portfolio of evidence

Qualification Content

This qualification tests the mandatory knowledge, skills and behaviours set out in the Baker standard including: ingredients, equipment and skills required to produce of a range of bakery products including bread, pastries, and cakes.

Baker is a core and options apprenticeship standard. Apprentices must be assessed against the core and one option:

- Option 1: Craft baker
- Option 2: Plant baker
- Option 3: Retail baker

Entrants will undergo three test components as detailed on the following pages, the results of which are aggregated to give a final apprenticeship grade of fail, pass, merit, or distinction.

This qualification could lead to

This qualification will support progression to further learning in:

1. Subject areas including:

- Patisserie
- Production management
- Food science and technology
- Food safety and quality
- Food team leading/management
- Food retail management

2. Further qualifications including:

- FDQ Level 3 Certificate for Proficiency in Team leading
- FDQ Level 3 Diploma for Proficiency in Food Management
- FDQ Level 3 Award in Food Safety Supervision for the Food Industry

Qualification support

The Level 2 Baker standard and assessment plan has been developed by the Baker Apprenticeship Employer Group and approved by the Institute for Apprenticeships and Technical Education (IFATE); Ofqual will carry out external quality assurance of the EPA. The FDQ EPA qualification is supported by the Food and Drink Training and Education Council and a range of employers and training providers.

Fitness for purpose

FDQ has in place a comprehensive quality system built to ensure its EPA qualification assessments are valid and fair. Built on validity principles - reliability, comparability, manageability, minimising bias, moderation and fairness - our policies, procedures and operational practice including assessment development and maintenance, Internal Quality Assurance and Moderation ensure our EPA qualifications are developed, delivered and remain fit for purpose.

Further information

Further information can be obtained from our website at: <http://www.fdq.org.uk>

Or by contacting FDQ:

Tel: 0113 859 1266

E-mail: fdq@fdq.org.uk

Methods of Assessment

The qualification includes 3 assessment components, each of which must achieve a pass in order to pass the EPA requirement of the Level 2 Baker apprenticeship. Specifications for each of the assessment components are available on FDQ's secure system FDQAwards. Please contact FDQ's EPA team at epa@fdq.org.uk for more information.

Overall grading of the EPA qualification is fail, pass, merit, or distinction.

Assessment Components Grades and Time Allowed

Level 2 EPA for Baker ST0191 AP05	Possible grades
Multiple Choice Test (core and option)	Fail/pass
Observation with Questions	Fail/pass/merit/distinction
Interview Underpinned by a Portfolio of Evidence	Fail/pass
Overall apprenticeship grading	Fail/pass/merit/distinction

Test structure		Time allowed
Multiple Choice Test (MCT)	40 multiple choice questions (36 core plus 4 relevant to the apprentice's option)	60 minutes
Observation with Questions (OQ)	Assessment of the apprentice undertaking work as part of their normal duties including core and craft/plant/retail activities	4.5 hours (plus discretionary 10%)
Interview Underpinned by a Portfolio of Evidence (IN)	Assessment of the apprentice by interview, underpinned by portfolio of evidence	45 mins (plus discretionary 10%)

Qualification scope

The qualification will assess the following knowledge, skills and understanding:

EPA Assessment Method	Key
Observation with Questions	OQ
Interview Underpinned by a Portfolio of Evidence	IN
Multiple Choice Test	MCT

Additional Key

CK= Core knowledge

CS = Core Skill

B = Core Behaviour

RK = Retail pathway knowledge

RS = Retail pathway skill

CRK = Craft pathway knowledge

CRS = Craft pathway skill

PLK = Plant pathway knowledge

PLS = Plant pathway skill

Standard Ref	Core Knowledge to be assessed	Assessment Method		
		OQ	IN	MCT
CK1	The bakery sector: size and structure, types of customers, seasonal impact on bakery product demand. How and why production methods have evolved, current and emerging bakery technology and digitalisation; equipment and processes, reference sources and management information systems.			•
CK2	Consumer requirements and current trends; impact on the bakery industry.			•
CK3	Baking theory: mixing, proving, retarding, resting, baking, cooling; their function and how they affect product quality.			•
CK4	Basic recipe formulation.			•

CK5	Bakery methods and processes: weighing, mixing, dividing, proving, shaping, scaling, blocking/forming, baking, fry-off, pre-bake, cooling and finishing; requirements and purpose.	•		
CK6	Bakery equipment: different types of mixers, processing equipment, ovens, hotplates, knives, packaging, labelling; their application, cleaning, and operational checks requirements	•		
CK7	Main bakery ingredients: flour, yeast, salt, sugar, fats, improvers, water, eggs; their origins, properties, nutritional value, purposes and uses, grades and quality, how they interact, storage, handling and transport.			•
CK8	Principles of making dough: changes in physical properties during processing, types of dough for different products; bulk fermentation and no time doughs (Chorleywood bread process).			•
CK9	Finished baked products requirements: packaging, labelling, storage, handling and transportation.	•		
CK10	Maximising product yield efficiency and waste minimisation.		•	
CK11	Bakery legislation, regulations, and requirements: Food Safety, Allergen control, Hazard Analysis Critical Control Points (HACCP), labelling, acrylamide, bakery-related asthmagens (powders), flour dust.			•
CK12	Health and Safety at Work Act 1974; Control of Substances Hazardous to Health, Risk assessments and method statements, manual handling, Personal Protective Equipment (PPE) and standard operating procedures.			•
CK13	Environmental: Environmental protection Act 1990, sustainable and responsible use of resources and recycling.			•

CK14	Hygiene procedures: personal hygiene standards and bakery hygiene.	•		
CK15	Common baking faults and issues; problem solving.		•	
CK16	Quality assurance and monitoring of processes.			•
CK17	Verbal and non-verbal communication techniques.	•		
CK18	Documentation requirements; compliance records.		•	
CK19	Equality and diversity in the workplace.			•

Standard Ref	Core Skills to be assessed	Assessment Method		
		OQ	IN	MCT
CS1	Read and interpret information for example, specification, recipe, and production plan.	•		
CS2	Plan bakery tasks	•		
CS3	Prepare for bakery tasks. Obtain materials.	•		
CS4	Prepare ingredients.	•		
CS5	Weigh or check weight of ingredients/products.	•		
CS6	Mix ingredients.	•		
CS7	Deposit, scale, or cut/divide mixture.	•		
CS8	Mould products.	•		
CS9	Monitor prove	•		
CS10	Pre-bake and/or post-bake dressing of product.	•		
CS11	Select, prepare/set-up and use equipment and machinery.	•		
CS12	Operate ovens.	•		
CS13	Clean and check tools and equipment.	•		
CS14	Monitor materials/stock levels and controls for example, first in first out, temperature		•	

	and environment.			
CS15	Receive and store materials/stock from external suppliers and/or internal stores.		•	
CS16	Store finished goods.	•		
CS17	Package and label bakery products for example, allergens.	•		
CS18	Comply with health & safety, food safety, environmental procedures, PPE, hygiene, and method statements.	•		
CS19	Clean and tidy work area. Dispose of waste and recycle.	•		
CS20	Communicate verbally for example, with colleagues, suppliers, and customers.	•		
CS21	Record information - paper based or electronic.	•		
CS22	Identify bakery product problems/faults and underlying causes.		•	

Standard Ref	Core Behaviours to be assessed	Assessment Method		
		OQ	IN	MCT
B1	Prioritises health and safety and food safety.	•		
B2	Takes ownership of work. For example, completes allocated tasks, seeks help if required.	•		
B3	Consumer/customer focus. For example, strives to meet their needs.		•	
B4	Adaptable. For example, responds positively to changing demands or new technology.		•	
B5	Team worker. For example, polite, keeps others informed, helps colleagues, takes account of equality and diversity.		•	
B6	Seeks learning and development opportunities.		•	

Retail Pathway

Standard Ref	Specialist Retail knowledge, skills and behaviours to be assessed	Assessment Method		
		OQ	IN	MCT
RK28	Display requirements: plans, hot spots, relationship between sales and space, stock levels, height, rotation, replenishment.	•		
RK29	Customer service techniques (i); complaints process(ii)	• (i)		• (ii)
RK30	Retail baker. Selling techniques: matching products to customers' needs, up-selling	•		
RK31	Retail baker. Product knowledge: suitability, complementary items.	•		
RS27	Serve customers for example, determine customer's needs, provide information, offer options, and match bakery products to customers' needs. Sell to customers for example, promote complementary items, promotional offers or seasonal products.	•		
RS28	Display and replenish bakery products.	•		

Craft Pathway

Standard Ref	Specialist Craft knowledge, skills and behaviours to be assessed	Assessment Method		
		OQ	IN	MCT
CRK20	Different types of pastry: sweet, savoury.	•		
CRK21	Raising agents used in confectionery: baking powder, bicarbonate of soda, egg, egg white.	•		
CRK22	Aeration techniques – mechanical, natural, and chemical.	•		
CRK23	Principles of lamination.			•
CRS23	Scale up/down a recipe using percentages.	•		
CRS24	Prepare and apply fillings/coatings.	•		

Plant Pathway

Standard Ref	Specialist Plant knowledge, skills and behaviours to be assessed	Assessment Method		
		OQ	IN	MCT
PLK24	Large scale production principles. Uniformity and consistency to drive consumer satisfaction.	•		
PLK25	Automated and mechanical processing methods.	•		
PLK26	Audit requirements			•
PLK27	Ingredient management and batch processing in large scale production.	•		
PLS25	Follow product changeover procedures.	•		
PLS26	Check product specifications throughout the key process steps; identify and rectify or report production issues.	•		

Assessment Criteria

The three assessment components are assessed using the grading criteria on the following pages.

Points are allocated according to the allowances indicated, up to the maximum stipulated.

Assessment component & KSBs	Assessment criteria
Multiple Choice Test (MCT)	Multiple choice questions: 40 questions, 1 point for each correct answer. Total available points for MCT = 40

Fail	Pass
Apprentice scores 0-27 marks	Apprentice scores 28 - 40 marks

Observation with questions (OQ)	
Core Knowledge, Skills and Behaviours	
Plan and prepare for bakery tasks CS1, CS2, CS3	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Interprets and follows information (specifications/recipes/production plan) correctly when completing tasks. Outlines/lists work tasks in an order of priority. Prepares work area for bakery tasks, ensuring required tools/equipment and materials are to hand. 	<ul style="list-style-type: none"> Justifies their order of work task priority and/or explains any grouping of tasks in terms of cost/time saving
Core Knowledge, Skills and Behaviours	
Use/operate bakery equipment, machinery and ovens CK6, CS11, CS12, CS13	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Selects, checks, prepares/set-ups, cleans and uses/operates tools and equipment including ovens required for the task in line with operating 	<ul style="list-style-type: none"> Explains reasons why it is important to follow company policy/procedure for the cleaning and checking of tools and equipment.

instructions/manufacturers guidelines	<ul style="list-style-type: none"> Explains reasons why it is important to follow company policy/procedure to prepare/set-up equipment and machinery
Core Knowledge, Skills and Behaviours	
Contribute to maintaining a clean and effective bakery production environment CK14, CK17, CS18, CS19, CS20, CS21, CB1, CB2	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Maintains and prioritises health and safety and food safety by following company health & safety, food safety, environmental procedures, wears appropriate PPE, follows hygiene procedures and follows method statements. Cleans and tidies as they go, maintaining a safe work area and disposes of waste and recycles in line with company procedures. Provides verbal information and records information required for tasks, which meets the needs of the audience and uses bakery terminology accurately and appropriately. Takes responsibility to complete tasks within the limits of their authority; asks for help where required 	<ul style="list-style-type: none"> Explains reasons why it is important to follow company health & safety, food safety and environmental procedures
Core Knowledge, Skills and Behaviours	
Prepare bakery products for customer/consumer CK9, CS16, CS17	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Packages and labels bakery products and stores finished goods in line with company procedure, ensuring product is handled and transported in a way that will maintain product quality and safety 	<ul style="list-style-type: none"> Explains reasons why it is important to follow packaging, labelling and storage requirements

Retail Pathway

Observation with questions (OQ)	
Retail Baker Knowledge, Skills and Behaviours	
Produce in-store bakery products to specification K5, S4, S5, S6, S7, S8, S9, S10	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Completes the correct methods and processes required to produce retail bakery products (prepares ingredients, checks weights of ingredients, mixes ingredients, deposits, scales or cuts mixture, pre-bake preparation, mould products, monitor prove, dress product, bakes; meeting product specifications/quality guidelines and finished product specification requirements 	<ul style="list-style-type: none"> Explains reasons why it is important to follow specifications/quality guidelines and finished product specification
Retail Baker Knowledge, Skills and Behaviours	
Display and replenish bakery products in store RK28, RS28	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Displays and replenishes stock in line with company requirements, ensuring products and/or product packaging is not damaged 	<ul style="list-style-type: none"> Explains reasons why it is important to follow the company's requirements for displaying and replenishing bakery products
Retail Baker Knowledge, Skills and Behaviours	
Serve customers and sell bakery products in store RK29.i, RK30, RK31, RS27	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Responds to customer service/sales requests meeting their needs. For example, determine customer's 	<ul style="list-style-type: none"> Explains how and why they adapt their customer service techniques to meet the needs of different types of customers

needs, provides information, offers options and matches bakery products to customers' needs, and/or promotes complementary items, promotional offers or seasonal products	
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Craft Pathway

Observation with questions (OQ)	
Craft Baker Knowledge, Skills and Behaviours	
Produce craft bakery products K5, CRK20, CRK21, CRK22, S4, S5, S6, S7, S8, S9, S10	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Completes the correct methods and processes required to produce craft bakery products: prepares ingredients, weighs ingredients, mixes ingredients, deposits, scales, cuts/divides, moulds products, monitors prove, dresses product, bakes; meeting product specifications/quality guidelines and finished product specification requirements 	<ul style="list-style-type: none"> Explains reasons why it is important to follow specifications/quality guidelines and finished product specification requirements and the potential consequences of not following them
Craft Baker Knowledge, Skills and Behaviours	
Amend recipes to meet craft bakery production requirements CRS23	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Scales up/down a recipe using percentages, calculating yield to meet task requirements 	<ul style="list-style-type: none"> Explains the reasons why it is important to correctly scale up/down a recipe

Craft Baker Knowledge, Skills and Behaviours	
Finish craft bakery products	
CRS24	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Prepares and applies filling/coating to meet task instructions: correct quantity, consistency, coverage and thickness 	<ul style="list-style-type: none"> Explains the importance of meeting task instructions

Plant Pathway

Observation with questions (OQ)	
Plant Baker Knowledge, Skills and Behaviours	
Produce batch bakery products	
K5, PLK24, PLK25, PLK27, S4, S5, S6, S7, S8, S9, S10	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Completes the correct methods and processes required to produce large-scale bakery products (prepares ingredients, checks weights of ingredients, mixes ingredients, deposits, scales or cuts mixture, pre-bake preparation, mould products, monitor prove, dress product), bakes; meeting product specifications/quality guidelines and finished product specification requirements 	<ul style="list-style-type: none"> Explains reasons why it is important to follow specifications/quality guidelines and finished product specification requirements and the potential consequences of not following them

Plant Baker Knowledge, Skills and Behaviours	
Operate production bakery product changeover PLS25	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Follows company's product changeover procedures 	<ul style="list-style-type: none"> Explains reasons why it is important to follow product change over procedures
Plant Baker Knowledge, Skills and Behaviours	
Conduct production quality assurance/checks PLS26	
Assessment Criteria	
Pass Descriptors	Distinction Descriptors
<ul style="list-style-type: none"> Conducts product specifications checks throughout the key process steps against requirements; identifies and rectifies or reports production issues where they occur 	<ul style="list-style-type: none"> Explains reasons why it is important to follow quality assurance procedures, and consequences of not doing so

Observation with Questions Grade Boundaries

Fail	Pass	Merit	Distinction
Apprentices will fail if they do not demonstrate all the pass descriptors	Apprentices must demonstrate all the pass descriptors	Apprentices must demonstrate all the pass descriptors and four out of eight of the distinction descriptors	Apprentices must demonstrate all the pass descriptors and all the distinction descriptors

Interview underpinned by a Portfolio of Evidence (IN)	
Core Knowledge, Skill, Behaviour	Pass descriptors
Maximising product yield K10	Describes ways of working to maximise product efficiency and minimise waste
Common bakery product faults and issues K15, S22	Describes a situation where they have identified a common bakery product problem/fault and applied problem solving to identify the underlying cause
Bakery documentation/records K18	Describes the correct purpose and requirements for given bakery documentation and compliance records
Material/stock control S14, S15	Describes how they monitor materials/stock levels and controls and how they receive and store materials/stock, identifying factors that need to be taken into account
Customer/consumer focus B3	Describes an example of being customer/consumer focused, outlining the situation and the approach they applied to meet their needs
Adaptable B4	Describes an example of where they have been in the workplace and responded to changing demands or new technology
Team worker B5	Describes an example of being a team player in the workplace, outlining the situation and the role they played
Learning and development B6	Outlines different types of learning and development they have undertaken and their plans for learning and development and its potential benefits

Interview underpinned by a Portfolio of Evidence Grade Boundaries

Fail	Pass
Apprentices will fail if they do not demonstrate all the pass descriptors	Apprentices must demonstrate all the pass descriptors

Specimen assessments

Multiple-Choice Test Sample questions

Question 1	State what has been assigned as a Workplace Exposure Limit (WEL) in bakeries
A	Heat
B	Flour Dust
C	Mould
D	Strong Flour
Answer	B – Flour Dust

Question 2	Which of the following is added to flour by UK law?
A	Iron
B	Sodium
C	Magnesium
D	Zinc
Answer	A - Iron

Observation with Questions Sample questions

Topic	Question
Verbal and non-verbal communication techniques	Describe two methods of communication that you commonly use within the bakery, using examples.
Selling techniques: matching products to customers' needs, up selling	If a customer asked which products were suitable for coeliacs, what would you advise?

Interview Underpinned by a Portfolio of Evidence Sample questions

Topic	Question
Maximising product yield	How do you minimize waste in the bakery?
Common bakery product faults and issues	Describe a common bakery fault in a product. How did you resolve the problem?

Grading

Grades from the individual assessments are combined in the following way to determine the grade of the EPA

Observation with questions	Interview underpinned by a portfolio of evidence	Multiple-choice test	Overall grading
Fail	Any grade	Any grade	Fail
Any grade	Fail	Any grade	Fail
Any grade	Any grade	Fail	Fail
Pass	Pass	Pass	Pass
Merit	Pass	Pass	Merit
Distinction	Pass	Pass	Distinction

Additional information and guidance

Additional information relating to the EPA and the Food Technologist apprenticeship can be found in the following documents:

- Baker End-point Assessment Plan ST0191/AP05, available from [Baker / Institute for Apprenticeships and Technical Education](#)
- Baker Apprenticeship Standard ST0191/AP05, available from [st0191_baker_l2_for-publication_ap_2sept20.pdf \(instituteforapprenticeships.org\)](#)
- Baker Apprenticeship Standard – Employer and Training Provider Guide to End-point Assessment, available from [epa@fdq.org.uk](#)

FDQ has produced several guidance documents and specimen assessments to support apprentices, training providers and employers. Please contact [epa@fdq.org.uk](#) for further details.

Record of revisions to this document

Version	Description of change	Date
2.0	Fitness for Purpose section added	18/10/2023

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