



FIJI NATIONAL
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BECOME A PROFESSIONAL BAKER

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Training and Development of Employees

Training and development play a significant role in enhancing preparedness by ensuring that employees have the proper knowledge and skills to guide them during a crisis. Employee training increases confidence and motivation, maintaining high morale. Training eliminates risks because trained personnel can make better and more economical use of materials and equipment, thereby reducing and avoiding waste and bringing a sense of security to the workplace, which reduces labour turnover and absenteeism. It helps to manage change by increasing the understanding and involvement of employees in the change process and provides the skills and abilities needed to adjust to new situations. Training also includes recognition, enhancing responsibilities, and the possibility of improving the availability and quality of staff.

Training and development needs occur at three organisational levels, which are as follows:

1. The strategic level is where needs are determined by top management while considering the organisation's goals, mission, strategy, and problems that need to be resolved or fixed.
2. The tactical level is where needs are determined by middle management while considering development needs for coordination and cooperation between organisational units.
3. The operational level is where needs are determined by lower executive management and other employees while considering problems related to operations, such as performance problems of individual workers and departments in the subject.

To enable an organisation to formulate human resource training and development goals that will allow both formal and informal human resource training, it is worth considering providing proper coordination and proper incorporation of the needs within the three levels.

The first issue is identifying the needs relevant to the organisation's objectives, training, and development needs. These include: resolving problems that focus on workers' performance, improving certain working practices, focusing on improvement regardless of the performance problems; and changing or renewing the organisational situation, which may arise due to innovations or changes in strategy. It is worth considering that during the identification of training needs, there is a need to create, develop, maintain, and improve any systems relevant to the availability of people with the required skills. Moreover, training programmes are to cater for different needs. Furthermore, the training programme, content, and the trainees' choices depend on the objectives of the training programme. These are the problem-centred (performance gap), and profile comparison (changes and skills) approaches.

The two most traditional approaches are the problem-centred and profile comparison approaches. The problem-centred practise focuses on any performance difficulties. The corporation analyses problems are due to insufficient skills, hence developing the skills to solve them. On the other hand, the profile comparison approach focuses on matching the competencies with the job being filled, whether it be a new position or an existing position. Some changes in strategy and technology may also require other or additional skills.

- **Department of Executive Management**



Become a *professional* Baker

Cake bakers typically learn on the job or through a degree or certificate program, though formal education is not required. They can work in industrial settings or in specialty bakeries. Some cake bakers specialise in advanced decorating, like creating wedding cakes with intricate artistic decorations.

Cake baking and decorating is a specialisation of the baking field that focuses on producing specialty cakes for weddings and other special events. Working as a cake baker and decorator may be a good fit for those individuals who have a passion for the visual and culinary arts.

Although all cake bakers are trained in cake decorating, some professionals specialise in advanced cake decorating. These individuals often determine how specialty cakes will be decorated and constructed. For example, with multi-tiered wedding cakes, cake decorators use structural supports that are functional and stylish enough to match the other decorations. Cake decorators use edible decorations, such as frosting, and inedible decorations, such as flowers, plastic figurines, and ribbon.

Cake Decoration for Beginners

After you have baked your cake, a short freeze will make the layers easier to level and frost. Frozen cakes are less crumbly, meaning it's easier to get them flat and keep your frosting lump-free.

To level your cake, place it on the turntable. Hold your serrated knife straight out in front of you, with your elbow tucked into your side. Place the knife against the edge of your cake and rotate the turntable slowly while holding the knife still. Just score the edge of the cake with the knife as you rotate it.

Repeat the process once you have your shallow mark around the whole cake. This time, press the knife gently into the cake while rotating it, letting the turntable do the work. When you're done, you'll have a perfectly flat cake for layering or decorating!

Icing with Butter Cream

If you want a smooth texture on your cake, you need to do it yourself the frosting. Canned frostings are thinner and don't adhere to the cake as well. They can look lumpy and even slide off your cake!

Make your own buttercream instead. It's simply delicious, and you can add food colouring for custom colors. Here's a recipe for standard hotel buttercream:

- Unsalted Butter-110 grams
- White Sugar- 85 grams
- Egg White- 110ml
- Water- 85ml

Method

- Make meringue by beating the egg white to a cloudy form in an electric mixer.
- Boil sugar and water without stirring (sugar should dissolve totally by itself).
- To the meringue, add the hot sugar syrup.
- Add cubed butter while mixing to form a cream.
- Finally, transfer the buttercream to a bowl or tray and let it cool down to settle.

Now it's time to frost. Apply a thin layer of buttercream frosting on the cake using your offset spatula. This is your "crumb coat," and it will keep the crumbs tight against the cake instead of pulling them off into your finished frosting.

After applying the crumb coat, chill the cake for 15 to 30 minutes to let it set. Then, add a second layer of frosting with your offset spatula for your finish coat.

Plop a mound of buttercream onto the top of the cake. Smooth it out on the top, and draw the excess down the sides of the cake. For a super-smooth finish, use your cake scraper. Hold it flat against the cake while rotating it on the turntable. You may want to warm the scraper by dipping it into warm water before using it. But make sure to dry it well before touching the silicon based scraper to the cake!

Refrigerating your cakes

Keep the cake in the fridge, cake with buttercream or ganache topping will last for 3-4 days. If the cake has custard, cream, cream cheese, or fresh fruit, it will last 1-2 days at most.

If your cake has cream cheese frosting, we don't recommend keeping this at room temperature. Instead, refrigerate for 1-2 days at most, and then allow it to come up to room temperature before serving.

Fruit cakes encased in marzipan and icing will last much longer.

Avoid refrigerating cakes with sugar paste, fondant, or food colouring as colours can bleed.



Testimonials



Gina Evangelista

Baking and Patisserie Graduate

"I am 54 years old, originally from the Philippines. I came to Fiji in 2012 for a better job opportunity when my husband found a job and was looking for a chance. Inspiring people and the nature of Fiji made me fall in love with the culture, so I decided to do hands-on baking and patisserie with the Department of Tourism, Hospitality, Fashion and Travel at National Training and Productivity Centre. With the desire to do something in life and the right direction by my trainer, Mr. Rohit Rinay Prasad, I have successfully established a bakery in Ba and the name is GCakes and Sweets Delight."

Emmanuel Laurence Prasad

House Keeping Graduate

"Studying housekeeping and accommodation courses at the National Training and Productivity Centre with the Department of Tourism, Hospitality, Fashion, and Travel was a great life support for my career. At first, I was hesitant to try, but my trainer, Mr. Rohit Rinay Prasad, kept me on track every time, and I managed to secure hotel jobs. Due to the COVID-19's impact, I had lost my previous job, but the job didn't leave me; Ratsun Nadi Airport Apartment Hotel gave me a chance to look at my capabilities. I am proud to be a student of NTPC."



Tashneel Kumar

Welding and Fabrication Graduate

"I did not regret taking up the trade as I had put my trust in that this would be my career and I would be able to complete all the units provided within the welding modules. Considering the job opportunities and my interest in having a career in this sector, I decided to enrol in this program, and I must admit that I have never once regretted my decision to pursue a career in this profession."



Pooja Payal Raj

Completed Micro and Small Enterprise programme

"I was a little anxious when I first started at NTPC, but I got used to it, and the programme helped me a lot to study and map out my future business strategy. The curriculum was really beneficial, since it teaches you to think outside the box, make critical decisions, and continue to thrive in your life. The learning tools offered online were more than enough, and the flexibility to complete the tests and assignments demonstrated the lecturers' support."



The National Training and Productivity Centre's Build the Future is a monthly newsletter which aims to promote the Centre's activities to the wider community. This newsletter is produced by the Centres Customer Service, Research and Promotion team. For views or comments please email pravin.narain@fnu.ac.fj.

Build the future welcomes submission by staff and students for publication in the newsletter. Please send your suggestions, comments or articles for consideration to pravin.narain@fnu.ac.fj.