

## ***Apprentices in the mix at Oven Door Bakery***

Oven Door Bakery manager James Henwood started as an apprentice 12 years ago at his family's business in Horsham.

James said Oven Door Bakery has "always had apprentices", and can see the benefit of training young people to work for their business.

Currently, two apprentices, training in both baking and pastry cooking, are employed at the bakery.

Tom Fax is a full-time apprentice, while Rachael Krahe is a school-based apprentice. Both are in their first year.

What does this mean for the business?

A fair bit of time by the bakery's two qualified bakers spent training the apprentices and sometimes product waste and losing time through rookie-error mistakes, according to James.

But James says the young workers are learning and continually showing signs of improvement – an encouraging sign for everyone.

"It's good to show them how to do things – it keeps us as experienced bakers on the ball as well," James said.

"Employing apprentices has always been an avenue for us. We always look at apprentices before qualified bakers."

James said using an apprenticeship support provider assisted their business, and seeking out government-funded initiative programs also assisted with training.

Tom is currently training through GO TAFE in Shepparton, where he attends trade school for four weeks of the year.

Rachael is undertaking her school-based apprenticeship through the University of Ballarat, while she is completing year 11 at St Brigid's College Horsham.

Both Tom and Rachael have high hopes to enter the cake world when they complete their apprenticeships, with Tom dreaming of opening a patisserie and Rachael wanting to be a cake decorator.

James said Oven Door Bakery was the only bakery in Horsham to train apprentices in both baking and pastry cooking – a path the award-winning bakery hopes to continue in the future.



***"When apprentices go away to trade school you get the benefit of them learning from others and bringing back knowledge."***

# Oven Door Bakery's recipe for success



Dreamt of being a pastry chef

Tom Fax, 19

1ST YEAR APPRENTICE  
BAKER/PASTRY COOK

- ✓ Completed year 12 at Horsham College
- ✓ Part-time job at Oven Door Bakery led to apprenticeship (started in January, 2013)
- ✓ Studying at Goulburn Ovens TAFE. This includes trade school in 4 x 1-week blocks

## FUTURE PLANS:

Study Certificate IV in Patisserie & open his own cake house



James Henwood

MANAGER

Oven Door Bakery - long history of employing apprentices

**KEY REASON:** Young people's enthusiasm in the workplace + allows experienced staff to gain training skills

**TIP:** Use apprentice support provider

## LOOK FOR:

*Passion + Determination + Initiative* in applicants

Provide on the job training to apprentices - four-year commitment

Rachael Krahe, 17

SCHOOL-BASED APPRENTICE



Studying year 11 St Brigid's College, Horsham

- ✓ Completed work experience twice at Oven Door Bakery

**CAREER ASPIRATION:** cake decorator

Started school-based apprenticeship through University of Ballarat

Attends school 3 days a week and works 2 days at Oven Door Bakery

*Loves* baking and making cakes