

Standards and Assessment Guide

Bakery

Introduction

Welcome to the Standards and Assessment Guide (SAG), a comprehensive resource designed to support excellence in assessment practices for all skills competitions hosted at the WorldSkills Competition. A key component of the SAG is the commitment to continuous improvement through ongoing review, ensuring that these guides consistently reflect the latest industry innovations and high standards of assessment in an open and transparent manner.

Purpose

The primary purpose of this guide is to provide a structured framework for the consistent and fair assessment of each skill competition. It aims to ensure that all assessments are conducted with a high degree of accuracy, reliability, validity, and reflect global industry standards. By adhering to these guidelines, assessors can maintain the integrity of the competition and uphold the high standards associated with WorldSkills.

Note: this guide is not a replacement for the Marking Scheme and should only be used as a reference when required during the assessment process. Experts are not allowed to have a copy of this SAG in the workshop in either digital or paper form.

Scope

This document covers general assessment practices applicable to a diverse range of industry sectors including:

- Manufacturing and Engineering Technology
- Information and Communication Technology
- Construction and Building Technology
- Transportation and Logistics
- Social and Personal Services
- Creative Arts and Fashion

Each skill competition has its unique requirements and benchmarks, which are detailed within sections of this guide. The consistency of assessment across each skill is the overarching principle, ensuring a unified approach to evaluating performance to the highest standards.

Key Components

The guide is structured into several key components, each addressing critical aspects of the assessment process:

Assessment Principles and Objectives

- Emphasis on fairness, transparency, and objectivity in assessments.
- Alignment with global industry standards and best practices.

Assessment Methods and Tools

- Description of various assessment methods in Measurement and Judgement.
- Guidance on the application of appropriate assessment tools and equipment (if applicable).

Criteria and Benchmarks

- Examples of assessment criteria and aspects for each skill, outlining the expected competencies and performance standards.
- Benchmarks for different levels of proficiency i.e. Judgement award range 0, 1, 2, 3 or Yes/No criteria alongside clear measurable descriptors.

Expert assessment requirements

- Completion of the Access Programme.
- Approved Curriculum Vitae (CV).
- Reaching **100%** Expert preparedness.
- Full participation of online and in-person Mandatory Assessment Training (MAT).
- Completion of practical assessment testing at the Competition.

Quality Assurance and Improvement

- Monitoring and evaluation: Ensuring assessments are carried out correctly and produce reliable results.
- Continuous improvement: Using feedback from Experts and Skill Competition Managers to enhance future assessments.
- Periodic review: Regularly updating processes to reflect current industry and WorldSkills standards.

Implementation

For effective implementation, this guide should be used for guidance purposes only and in parallel with the Technical Description for each skill. Experts are encouraged to familiarize themselves thoroughly with both the general guidelines and the particular requirements of their respective skill areas. Collaborative efforts between the Skill Management Team, Experts, and s are vital for achieving the ultimate goal of global skills development.

Conclusion

The Standards and Assessment Guide embodies the commitment of the WorldSkills movement to nurturing talent and promoting the highest standards of vocational education and training worldwide. By providing clear and comprehensive guidance, we aim to empower Experts to conduct marking and assessment practices that are not only rigorous and equitable but also inspiring and transformative for all participants.

Thank you for your dedication to upholding these standards and contributing to the success of the WorldSkills Competition. Together, we can continue to champion skills excellence and celebrate the achievements of talented individuals from around the globe.

Skill 47 – Bakery

Wheat bread – Sour dough

Measurement

Measurement is used to assess accuracy, precision, and other performance that can be measured objectively. It is used where ambiguity must be avoided.

The total marks allocated to measurement marking may vary from competition to competition depending on the Test Project.

Aspect	WSOS section as per TD	Descriptor	
	1	Presented four (4) long loaves	If no then no marks awarded
	1	Recipe meets criteria (naturally leavened starter, no rye flour, mixed and moulded day before baking, only cut and or floured before baking)	If no then: 0, and no judgement marking
	4	Baked weight two (2) loaves (650g each)	Enter weight in grams: 1300-1365g=100%, 1366-1430g=50%, <1300g and >1430g= 0%.

Judgement

Judgement is used to assess the quality of performance about which there may be small differences of view when applying the external benchmarks.

The Resources column in the table below may include all kinds/formats of resources such as: a link to a YouTube video, a website link, an illustration, a photo, a reference to a book, and so on. It needs to be as detailed as possible to show the differentiation between 0, 1, 2, 3.

Generic rules:

The assessment group comprises three Experts plus one Expert who acts as the supervisor. The supervising Expert will replace an Expert in the marking group to prevent compatriot marking.

The difference of the three Experts' scores may not exceed 1. If this is the situation the Experts must re-score until there is a maximum difference of 1. As long as the three Experts judge within 1, the result can be entered into the CIS.

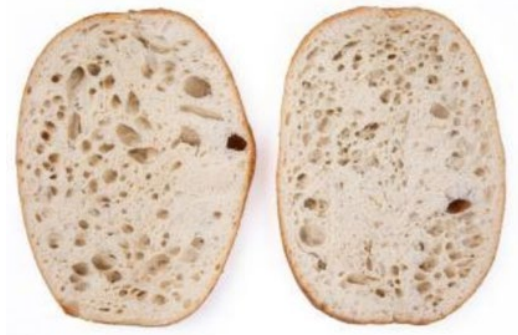
The total marks allocated to judgement marking may vary from competition to competition depending on the Test Project.

WSOS section as per TD	Score	Descriptor	Resource
	0	Baked colour (traditional)	Loaves are very pale or burnt in colour/no gloss
			

WSOS section as per TD	Score	Descriptor	Resource
	1	Loaves are light or dark golden-brown colour/dull in shine	
	2	Loaves are even golden-brown colour/good steam gloss, can bake slightly more	
	3	Loaves are even golden-brown colour/great steam gloss, baked to perfection	

WSOS section as per TD	Score	Descriptor	Resource
	0	Inner Cell Structure (traditional)	Very dense cell structure
	1	Small but slightly bigger air pockets, closed cell structure.	



WSOS section as per TD	Score	Descriptor	Resource
	2	Medium size air pockets visible, slightly compressed cell structure	
	3	Medium and larger air pockets visible, open cell structure	

WSOS section as per TD	Score		Descriptor	Resource
	0	Flavour and taste (long)	The flavour is unpleasant, no sourness	
	1		Very mild sour flavour, and lacking fermentation	
	2		Good sour flavour, and good fermentation	
	3		Excellent sour and fermentation flavour in harmony with each other.	

Laminated pastries – Croissants

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The total marks allocated to measurement marking may vary from competition to competition depending on the Test Project.

Aspect	WSOS section as per TD	Descriptor	
	1	Ten (10) croissants presented on time	If no then no marks awarded
	4	Baked weight (traditional) two (2) pieces 160g (80g each)	Enter weight in grams: 160-168g=100%, 169-176g=50%, <160g and >176g=0%

Judgement

Judgement is used to assess the quality of performance about which there may be small differences of view when applying the external benchmarks.

The Resources column in the table below may include all kinds/formats of resources such as: a link to a YouTube video, a website link, an illustration, a photo, a reference to a book, and so on. It needs to be as detailed as possible to show the differentiation between 0, 1, 2, 3.

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The total marks allocated to judgement marking may vary from competition to competition depending on the Test Project.

WSOS section as per TD	Score		Descriptor	Resource
	0	Baked colour (traditional)	Burned dark black in colour or underbaked, product has fallen in	
	1		It is a dark or it is a underbaked or it is uneven throughout the croissants	
	2		Baking is golden brown in colour	
	3		Perfect baking and the colour on all the croissants is the same, nice golden brown	

WSOS section as per TD	Score		Descriptor	Resource
	0	Aroma (traditional)	Strange aroma or taste, over fermented odours	
	1		No aroma/or very little aroma	
	2		Good fermentation and butter aroma	
	3		Wonderful creation of fermentation and butter aroma	