

COOKS COMPETENCY MAPPING AND QUALIFICATIONS FRAMEWORK PROJECT



RECOMMENDATIONS

(Regional Consultations, April 2008)

In April 2008 four regional consultations were held with Chefs, educators, operators, apprenticeship representatives, local tourism human resource organizations and other key stakeholders. Meetings were held in Winnipeg (for Manitoba/Saskatchewan), Montreal (for Quebec/Ontario), Halifax (for Atlantic Canada), and Vancouver (for British Columbia/Alberta).

Each consultation included an overview of the project, background on the draft framework, and information on each of the qualifications and the five components included in the framework. Small groups then discussed possible users, benefits and challenges, and suggested changes. Recommendations for next steps are summarized in this document.

AGREEMENT ON MAIN ISSUES AND CHALLENGES

There was general agreement on the three main issues and challenges in the field:

A need for common terminology when describing the training and Qualifications available in the culinary field;

Lack of clarity and information on existing qualifications (for both Canada and foreign-trained individuals) including their specific value to employers, and how the Qualifications compare to and link to one another within individual jurisdictions and across the country; and

Lack of consistency/standards in delivery and assessment practices in similar programs.



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KEYSTONE RECOMMENDATIONS

Develop a Qualifications Framework for the Culinary Profession

A Qualifications Framework for the Culinary (Cooking) Profession would be valuable and timely in view of the current and future labour market demands;

A Qualifications Framework could be of use to a wide range of audiences and stakeholders;

There is a current positive environment indicating interest in cooperative action on the development of a Qualifications Framework and its related pieces by the key stakeholder groups;

The Framework Should Build on Existing Practice...

It is possible to determine placement of Qualifications within a sectoral framework, and to identify how systems in the various jurisdictions fit within a pan-Canadian framework;

The provincial apprenticeship Certification of Qualification for Cook with Red Seal inter-provincial endorsement should be the benchmark against which all Qualifications are compared;

Emphasize that a Qualifications Framework simply connects existing Qualifications, it does not prioritize them in value;

Greater formal articulation agreements and advanced standing are possible in view of the common core competencies covered by various Qualifications. A focus on increasing these formal agreements would be positive, whether on a provincial basis or on an institutional basis (which could then be used as a precedent by others);



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The High School apprenticeship programs are a positive approach to initiating interest and increasing entry level training in the culinary field. Research between these provincial initiatives and the relationship to the cook provincial apprenticeship programs, greater quality assurance and follow up is needed in these programs;

... and Involve Critical Stakeholder Input

Development should remain an informal project based process, gathering greater input from stakeholder groups regarding content details, presentation (schematic) possibilities, and discussion of topics such as ownership;

Focus on Minimum Standards, Quality Assurance and Appropriate Support

The sector would gain from additional supports to employers and individuals in training to increase participation, quality assurance (based on recognized standards) and completion rates;

A priority is the identification and promotion of a minimum standard in the area of safety and sanitation as a requirement for all those working in the field.

ADDITIONAL SUGGESTIONS

More specific suggestions for consideration in future development of the Framework included:

Develop a 'layering' approach for the Framework documents, so that an overview is available, and individuals could delve deeper for more specifics on areas of interest;

A document providing descriptors, articulations and linkages or progression of related Qualifications *within each jurisdiction* would be a valuable addition;

There might be consideration of package development that varies according to the specific audience or end user, so that it keeps the information simple and 'as needed';

Identification of time required for completion of Qualifications (e.g. 1 year, 3 years) may be a valuable addition as a means of comparison of depth of learning and competency development;



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Reduce the number of workplace position titles incorporated in the career path pieces to simplify it;

Consider adding a 5th 'theme' (to the coloured bars on left of current framework), to indicate advanced essential skills or managerial focus of higher level Qualifications;

Find a way to present the growing range of types of career paths beyond the restaurant and hotel cooking positions;

Research Qualifications from the US and from the key countries we draw from for the sector and add to the final column of the framework;

Use case examples of cooks and chefs in the industry to put the stories, career path options and value of Qualifications forward; and

Use recognized employers to promote the value of Qualifications.

