

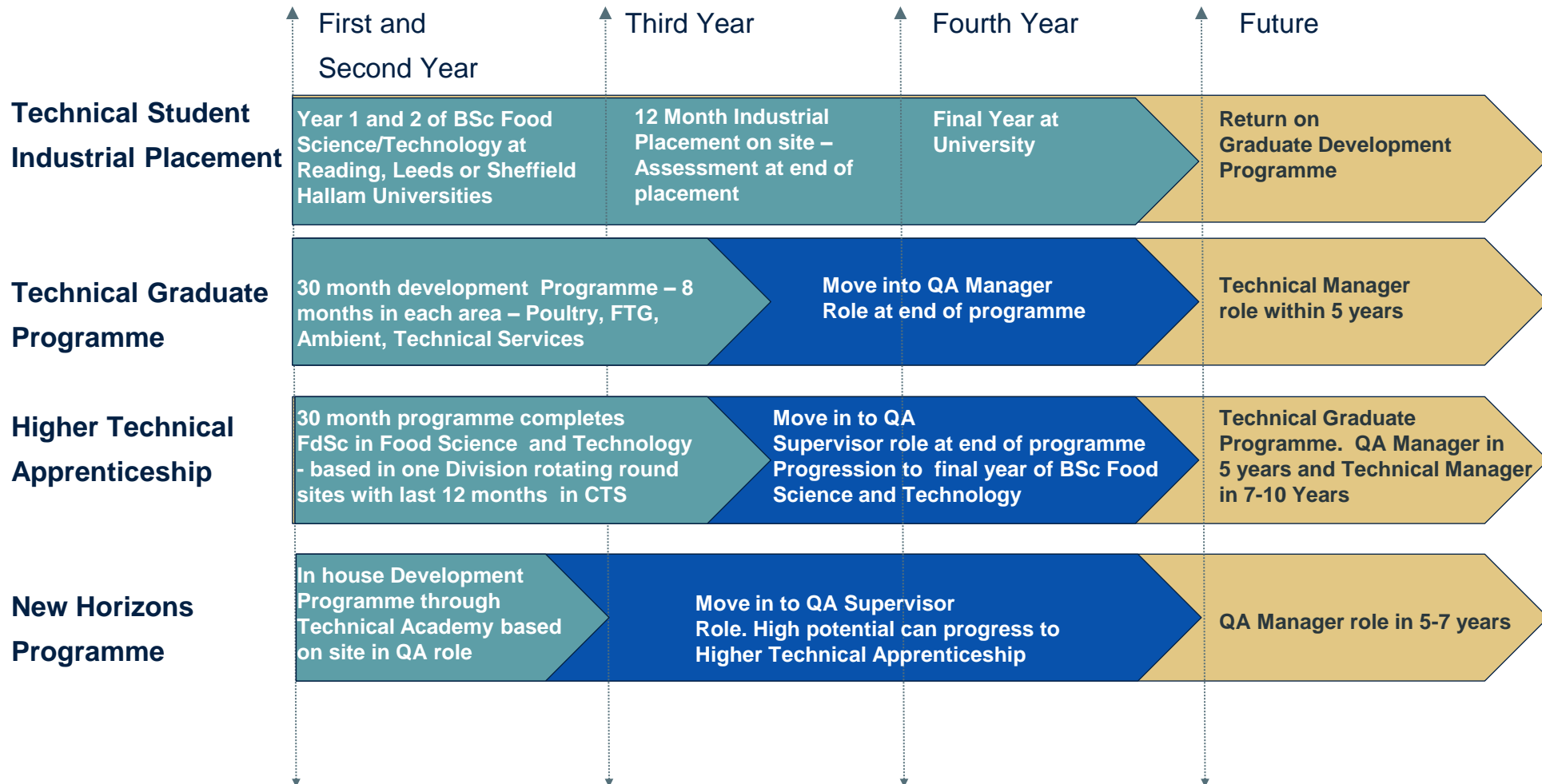
2 Sisters Food Group

Growing Your Own Technical Talent

Janette Graham
Group Technical Learning and Development Manager

- ✔ Technical Talent Streams
- ✔ Technical Student Industrial Placement
- ✔ Technical Graduate Programme
- ✔ Higher Technical Apprenticeship
- ✔ New Horizons Programme
- ✔ Trailblazers for Tomorrow

Technical Talent Streams



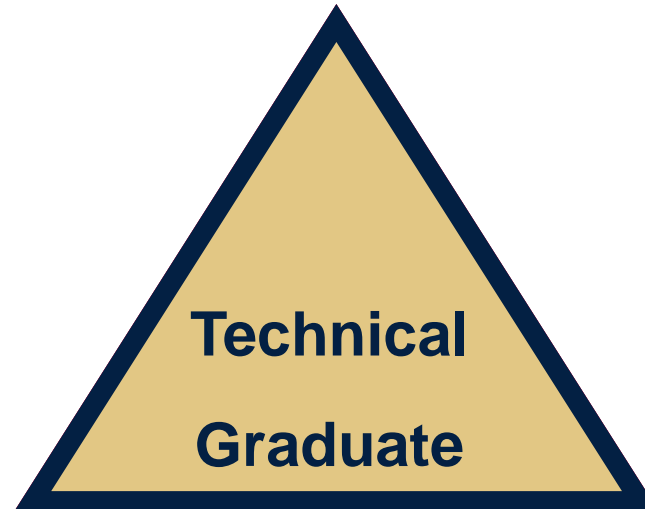
Key Points

- ✓ 12 month fixed term contract
- ✓ Employed by Division
- ✓ Set objectives during 12 months
- ✓ 4 development days during 12 months – including team based project, site visits, presentations skills, communication and influencing, assessment centres and presentation of project to TLT
- ✓ Continued contact on return to University
- ✓ Automatic invite to Graduate Assessment centre dependent on 12 month Performance Review rating

Key Facts

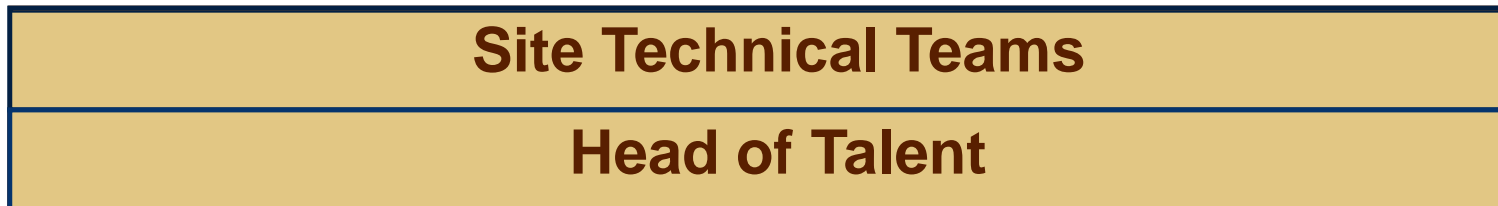
- ✓ Salary and training costs centrally funded
- ✓ 2 ½ year programme made up of rotational 4 x 8 month placements in raw meat, technical services, ready to eat and ambient divisions
- ✓ Supernumerary for programme
- ✓ 5 year career map – junior Technical Manager role within 5 years
- ✓ Designated Mentor from technical function – monthly reviews
- ✓ Quarterly review with Mentor and Technical L&D Manager
- ✓ Mini-PDR for each 8 month placement

Technical Director



Technical L&D Manager

Divisional Technical Manager



Technical Graduate Programme

Personal Development

Technical Development

Year 1

Induction

Driving Your Development

Communication and Influencing

High Impact Presentations

Internal Auditor

Allergen Awareness

Advanced Food Hygiene

TFMS

Year 2

2SFG Leadership and Behavioural Skills

M&S Hygiene

Foreign Body Control

Advanced HACCP

Year 3

Locking in Learning, Application and PDP

BRC Accredited Lead Auditor

Graduation

Key Facts

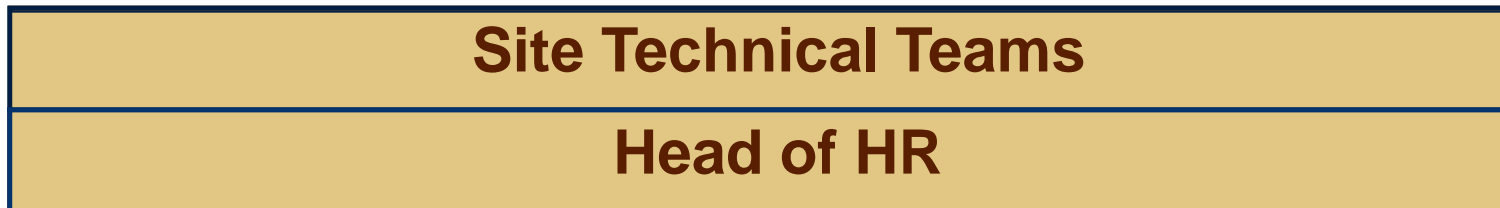
- ✓ 2 ½ year programme supported through day release to complete FdSc in Food Science and Technology
- ✓ Allocated to specific division
- ✓ 5 year career map – QA Manager within 5 years and junior Technical Manager role within 7-10 years
- ✓ Site Technical Manager is Line Manager
- ✓ Rotates around sites during first 18 months and 12 months in Technical Services
- ✓ Monthly review with Line Manager, Divisional Technical Director, Head of HR and Technical L&D Manager
- ✓ Mini-PDR for each site placement linked to academic and performance objectives

Technical Director



Technical L&D Manager

Site Technical Manager



Higher Technical Apprentice Programme

Personal Development

Technical Development

Year 1

- Site Induction
- Communication and Influencing
- High Impact Presentations

- Internal Auditor
- Allergen Awareness
- Sensory Evaluation

Year 2

- 2SFG Front Line Manager Programme

- Foreign Body Control
- Intermediate HACCP
- Understanding Microbiology

Year 3

- Locking in Learning, Application and PDP

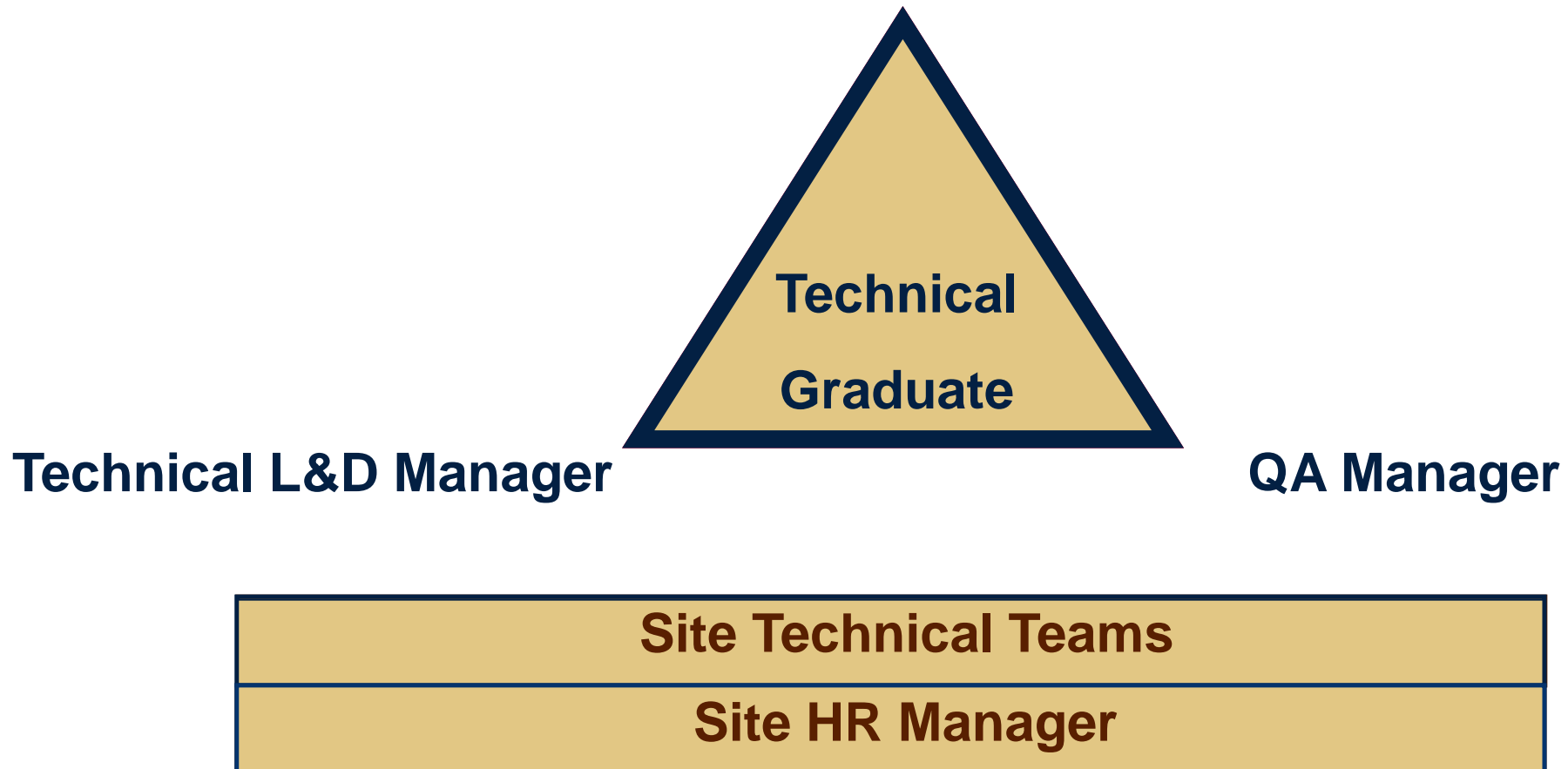
- Advanced HACCP

Graduation

Key Facts

- ✓ Developed in house through the Technical Academy
- ✓ 2 year programme whilst candidate is in QA role
- ✓ No increase to site headcount
- ✓ 5 year career map – junior QA Manager role within 5-7 years
- ✓ Monthly review with Line Manager
- ✓ Quarterly review with QA Manager, site Technical Manager, HR Manager and Technical L&D Manager
- ✓ Annual review with objectives linked to development plan

Site Technical Manager



Personal Development

Technical Development

Year 1

Induction

Driving Your Development

Communication and Influencing

High Impact Presentations

Internal Auditor

Allergen Awareness

Intermediate Food Hygiene

Sensory Evaluation

Year 2

2SFG Leadership and Behavioural Skills

Locking in Learning, Application and PDP

Intermediate HACCP

Foreign Body Control

Graduation

Key Facts

- ✓ Increase in quality of Apprenticeships
- ✓ Employer led development
- ✓ Simplified system
- ✓ Employers to have purchasing power

Any questions?