

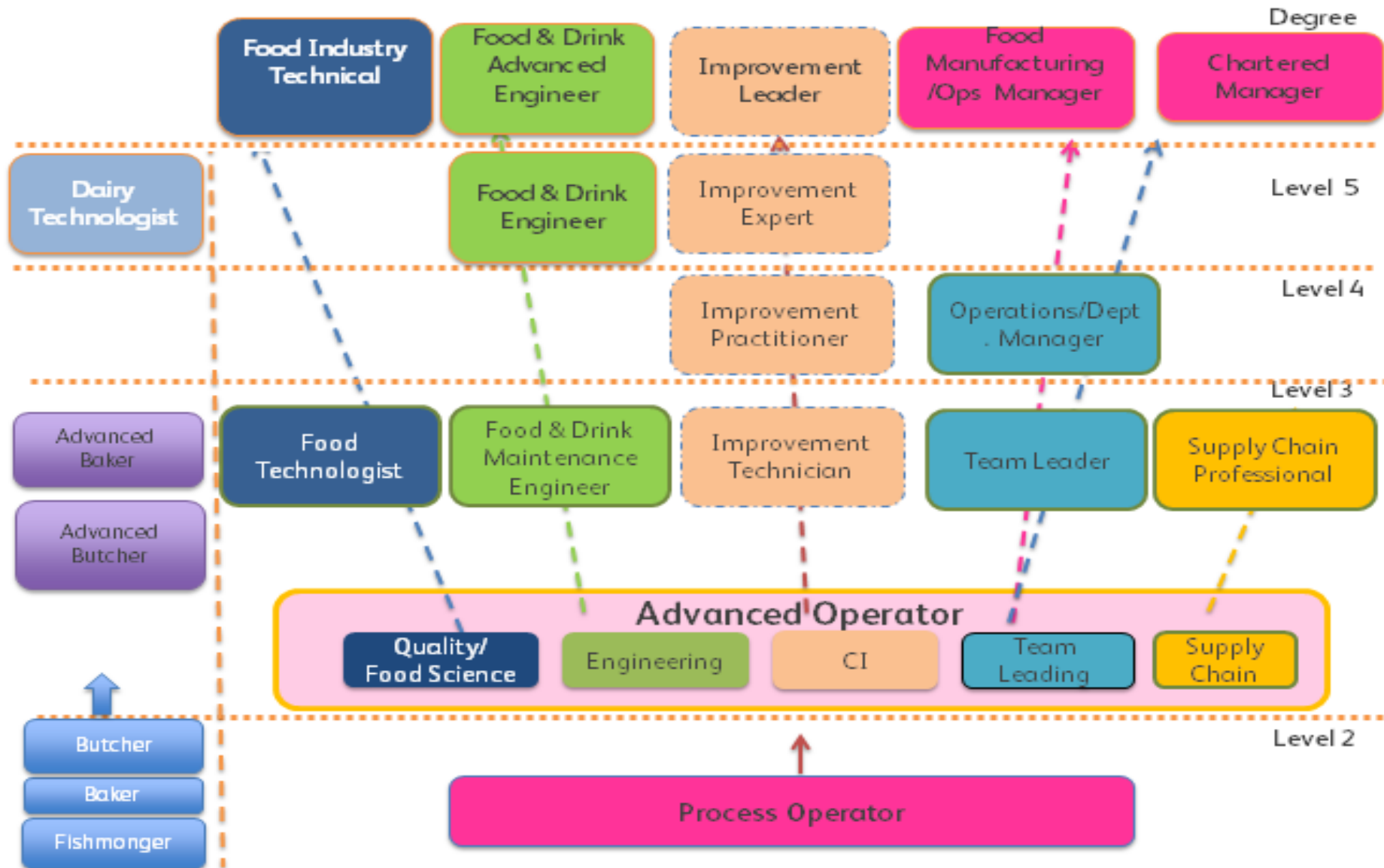


Overview of Standards

- Standard being developed by employer groups
- Food and Drink industry has been at the forefront of development
 - Developing specific industry apprenticeships
 - Inputting into 'generic' developments
- Industry roles include those identified as being **hard to recruit**
 - Quality and Food Technology
 - Engineering
 - Supply chain
 - Skilled craft/ product experts (bakers, fishmongers etc.)
- Also skills gaps where **existing workers need to increase their skills**
 - Upskilling operators
 - Multi-skilling modern food engineers
- Cross industry developments provide additional opportunities for skills development
 - Continuous Improvement
 - Leadership & Management
- In addition roles developed to provide progression routes

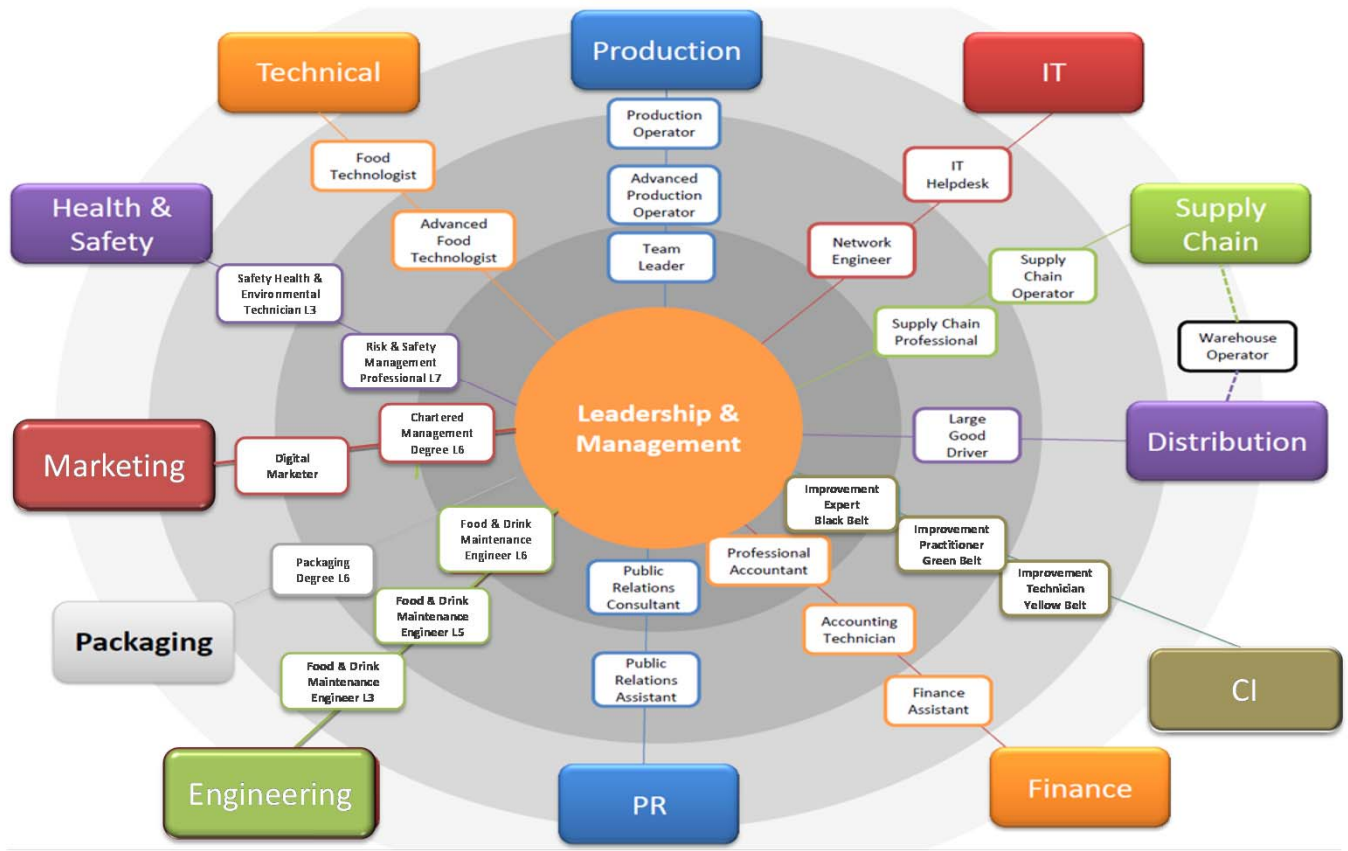


Food Manufacturing Routes





Apprenticeship Standards for Food & Drink Businesses





Current Uptake on Food Science Apprenticeships

Food Technologist Level 3

- 88 Learners - 2017/18
- 60+ Learners - 2018/19 projected

Food Industry Technical Professional Level 6

- 77 Learners - 2017/18
- 94 Learners - 2018/19 projected

- Food and Drink Maintenance Engineer
- 55 Learners – 2016/17
- 165 Learners – 2017/18
- 200 + Learners 0 2018/19 projected



Providers

- Finding good providers identified as a key barrier to undertaking apprenticeships
- Providers worlds are being turned upside down
 - New entrants to the market (professional qualifications)
 - Rationalisation of colleges (regional reviews)
 - Introduction of levy and reduction of core contracts causing fundamental issues regarding cash flow for many providers
 - Some significant private ones are ‘going under’
 - Universities developing more employer facing delivery models
- Major changes include
- Providers MUST be registered to deliver apprenticeships
- Providers can no longer subcontract all delivery to other providers- only limited subcontracting



Employer and Student awareness

Employer awareness higher ever been

- Some real talent leading the agenda in our sector for apprenticeship leads
 - Strategic decision making
 - Astute commercial awareness
 - Total buy in to the agenda
 - Driven the Levy but looked at strategically
- More to do with SME's – Market Failure

Student Awareness Improving

- Higher levels of applications for new programmes than ever
- Strong eligibility criteria attracting real talent
- Apprenticeship message has a way to go but its getting there...
- Earn as you learn
- Tasty Ambassadors and Skills Show





No Excuses

- Great products
- Levy
- Existing talent
- Attractive graduate programme
- Better Demand to drive provision

