

2 Sisters Food Group Growing Your Own Technical Talent

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Agenda



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

Technical Talent Streams



	First and Second Year	Third Year	Fourth Year	Future
Technical Student Industrial Placement	Year 1 and 2 of BSc Food Science/Technology at Reading, Leeds or Sheffield Hallam Universities	12 Month Industrial Placement on site – Assessment at end of placement	Final Year at University	Return on Graduate Development Programme
Technical Graduate Programme	30 month development Programonths in each area – Poultry, Ambient, Technical Services		to QA Manager end of programme	Technical Manager role within 5 years
Higher Technical Apprenticeship	30 month programme complete FdSc in Food Science and Tec - based in one Division rotating sites with last 12 months in CT	hnology Supervisor round Progression	ole at end of programme to final year of BSc Food	Technical Graduate Programme. QA Manager in 5 years and Technical Manager in 7-10 Years
New Horizons Programme	In house Development Programme through Technical Academy based on site in QA role	Move in to QA Super Role. High potential Higher Technical Ap	can progress to	QA Manager role in 5-7 years
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Technical Student Industrial Placements



Key Points

- 12 month fixed term contract
- FEmployed by Division
- Set objectives during 12 months
- y 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
- YAutomatic invite to Graduate Assessment centre dependent on 12 month Performance Review rating

Technical Graduate Programme

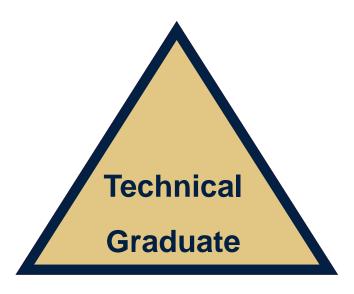


- Salary and training costs centrally funded
- *2 ½ year programme made up of rotational 4 x 8 month placements in raw meat, technical services, ready to eat and ambient divisions
- Supernumerary for programme
- y 5 year career map − junior Technical Manager role within 5 years
- Designated Mentor from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

Technical Graduate Support



Technical Director



Technical L&D Manager

Divisional Technical Manager

Site Technical Teams

Head of Talent

Technical Graduate Programme



Personal Development

Induction

Driving Your Development

Communication and Influencing

High Impact Presentations

2SFG Leadership and Behavioural Skills

Locking in Learning, Application and PDP

Technical Development

Internal Auditor

Allergen Awareness

Advanced Food Hygiene

TFMS

M&S Hygiene

Foreign Body Control

Advanced HACCP

BRC Accredited Lead Auditor

Graduation

Year 1

Higher Technical Apprenticeship

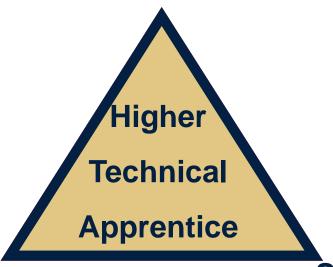


- y2 ½ year programme supported through day release to complete FdSc in Food Science and Technology
- Allocated to specific division
- y 5 year career map − QA Manager within 5 years and junior Technical Manager role within 7-10 years
- Site Technical Manager is Line Manager
- PRotates around sites during 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

Higher Technical Apprentice Support



Technical Director



Technical L&D Manager

Site Technical Manager

Site Technical Teams

Head of HR

Higher Technical Apprentice Programme



Personal Development

Site Induction

Communication and Influencing

High Impact Presentations

2SFG Front Line Manager Programme

Technical Development

Internal Auditor

Allergen Awareness

Sensory Evaluation

Foreign Body Control

Intermediate HACCP

Understanding Microbiology

Locking in Learning, Application and PDP

Advanced HACCP

Graduation

Year 1

New Horizons Programme



- Developed in house through the Technical Academy
- *2 year programme whilst candidate is in QA role
- "No increase to site headcount
- y 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

New Horizons Support



Site Technical Manager



Technical L&D Manager

QA Manager

Site Technical Teams
Site HR Manager

New Horizons Programme



Personal Development

Induction

Driving Your Development

Communication and Influencing

High Impact Presentations

2SFG Leadership and Behavioural Skills

Locking in Learning, Application and PDP

Technical Development

Internal Auditor

Allergen Awareness

Intermediate Food Hygiene

Sensory Evaluation

Intermediate HACCP

Foreign Body Control

Graduation

Year 1

Trailblazer Activity



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



Any questions?