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Welsh Apprenticeship Framework

In

Food and Drink

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Contents

Framework Overview

This Framework is designed to develop the knowledge and skills and to provide the occupational competence for people who work within the **food and drink** sector. This Framework includes foundation apprenticeships, apprenticeships and higher apprenticeships.

Sector Information

The food and drink manufacturing industry is an exciting, dynamic, fast-paced and competitive industry driven by innovation and new technology, suitable for people of all abilities and backgrounds. As the largest manufacturing sector in the UK (based on number of employees and financial turnover), it includes some of the country's best known businesses and brands. There are opportunities for people with different abilities, backgrounds and experience to enter the sector and develop and progress in their chosen career.

The food and drink manufacturing industry develops, manufactures, processes, packs and distributes food and drink products for sale in the UK and worldwide.

With 23,000 employees in 2017, 580 business units and an annual turnover of £4.8bn, accounting for 4.7% of the UK food and drink manufacturing industry turnover in 2018, the Welsh food and drink industry has a vital role to play in the UK's economy.

In 2016, the total Gross Value Added – the difference between the value of goods and services produced and the cost of raw materials and other inputs which are used up in production – generated by the Welsh food and drink manufacturing industry was £1.5bn, contributing 5.4% to the UK GVA figure.

The sector in Wales represents:

- 2% of all Wales employment
- 0.5% of the total number of business units in Wales
- 4% of turnover of the non-financial business economy in Wales (UK average of 3% in 2017)
- 4% of GVA of the non-financial business economy in Wales
- 5% of the turnover of the UK food and drink sector in 2017

There are 67% of food and drink manufacturing business units in Wales which employ fewer than 10 people. There are 15%

which employ 50 people or more, which includes 23 large business units that employ 250 people or more. Skill levels are below the UK within food manufacturing.

The sector had been growing in terms of turnover and business units, but the growth has slowed or halted in 2017 and 2018. Employment dropped in 2016, but recovered in 2017. In the UK, turnover has fallen but business units have continued to grow. Productivity, measured by gross value added per hour, has been increasing steadily over the long term, despite a drop between 2015 and 2016.

There are a number of complex issues currently driving the food and drink manufacturing industry in Wales including:

- Consumer protection and public health – for example, supply chain issues and traceability
- Globalisation – companies are tending to relocate where cost advantages are identified
- Consumer demands – consumers are more concerned about health and nutrition than ever before
- Technology – innovative production methods are being introduced
- Environmental change – finding sustainable methods for food production is critical

Entry and Progression

For Entry and progression conditions - see individual Pathways

Pathways

Pathway	Level	Page
Butchery and Meat Processing	2 & 3	6
Baking	2 & 3	42
Food and Drink Operations	2 & 3	71
Seafood	2 & 3	104
Brewing	2	133
Food Industry Team Leading	2	149
Food Industry Technical Management	3	166
Food and Drink Engineering Maintenance	3	180

Food Manufacturing Excellence	4	190

Equality & Diversity

The delivery of this framework needs to be in accordance with the relevant laws in Wales, as applicable to equality and diversity.

Specification of Apprenticeship Standards for Wales (SASW)

This Framework has been developed to comply with the Specification of Apprenticeship Standards for Wales (SASW), for the latest version see the link below:

https://gov.wales/sites/default/files/publications/2018-03/the-specification-of-apprenticeship-standards-for-wales-sasw.pdf

Revisions to the Framework

Date:	BY:
Insert revision information	

Summary of changes made to this Framework

Date:	BY:
Insert summary of changes.	

Welsh Apprenticeship Pathway

in

Butchery and Meat Processing

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

LEARNING PROGRAMME CONTENT

WGAF05 V2 - September 2020

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 2 Pathway Butchery and Meat Processing is 56 credits (made up of the total on-and off-the-job training for all the components).

The total minimum credit value required for the Level 3 Pathway Advanced Butchery and Meat Processing is 57 credits (made up of the total on-and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 2: Butchery and Meat Processing

Qualifications

Participants must achieve the following combined qualifications and the mandatory knowledge qualification listed below.

Level 2 Diploma for Proficiency in Butchery and Meat Processing (Wales)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/4561/6	37	370	Combined	English Only

Level 2 – Award in Knife Skills for Food Processing					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/2303/6	6	60	Combined	English Only

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualifications.

Mandatory Qualification

The knowledge qualification below is a mandatory unit on knife skills

Level 2 – Award in HACCP-Based Food Safety Systems					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/1151/7	1	9	Knowledge	English Only

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 2: Butchery and Meat Processing	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Butchery and Meat Processing	96	270

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 12 months.

Total minimum credit value for the pathway qualifications: 44 credits

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 366 learning hours
- Competence = minimum 66 hours
- Knowledge = minimum 136 hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 44 weeks x 1 hour/week = 44 hours
- On the job mentoring = 30 hours

Minimum off-the-job training hours = 270 training hours
- Knowledge component of - Level 2 Diploma for Proficiency in Meat and Poultry Industry Skills = 119 hours
- Knowledge component of - Level 2 Award in Knife Skills for Food Processing = 9 hours
- Knowledge component of - Level 2 Award in HACCP-Based Food Safety Systems = 8 hours
- Essential Skills Wales and off- the- job mentoring = 134 hours

Minimum on-the-job training hours = 96 training hours
- Competence component of - Level 2 Diploma for Proficiency in Meat and Poultry Industry Skills = 44 hours
- Competence component of - Level 2 Award in Knife Skills for Food Processing = 22 hours
- On the job mentoring = 30 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 1 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

Level 3: **Advanced Butchery and Meat Processing**

Qualifications

Participants must achieve one of the following combined qualifications below.

Level 3 – Diploma for Proficiency in Meat and Poultry Industry Skills					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/0317/3	37	370	Combined	English Only

Please see Annex 2 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Advanced Butchery and Meat Processing	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Advanced Butchery and Meat Processing	116	302

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 18 months.

Total minimum credit value for the combined competence and knowledge qualification: 45 credits (minimum credit of defined apprenticeship specification)

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 418 learning hours
- Competence = minimum 71 hours
- Knowledge = 146 minimum hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 66 weeks x 1 hour/week = 66 hours
- On the job mentoring = 45 hours

Minimum off-the-job training hours = 302 training hours
- Knowledge component of - Level 3 Diploma for Proficiency in Meat and Poultry Industry Skills = 146 hours
- Essential Skills Wales and off- the- job mentoring = 156 hours

Minimum on-the-job training hours = 116 training hours
- Competence component of - Level 3 Diploma for Proficiency in Meat and Poultry Industry Skills = 71 hours
- On the job mentoring = 45 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

There are no additional requirements other than the general entry conditions.

PROGRESSION

Progression from the Foundation Apprenticeship in Food and Drink (Butchery and Meat Processing):

Examples include:

- Into employment, for example, as a butcher or meat and poultry operative;
- Direct career progression onto a Level 3 Apprenticeship in Food and Drink (Butchery and Meat Processing) pathway or any other suitable to the apprentices role and career plans;
- Development into a different role at the same level or higher;
- Welsh Baccalaureate Level 3.

Many career options become available to the Apprentice on successful completion of the framework.

Progression from the Apprenticeship in Food and Drink (Butchery and Meat Processing):

Examples include:

- Into employment, for example, as a specialist butcher or specialist operations manager (meat and poultry);
- Onto the Higher Apprenticeship (level 4) in Food and Drink (Food Manufacturing Excellence) pathway;
- Into further or higher education;
- Career progression e.g. to a higher role, or specialised role at the same level.

Many career options become available to the apprentice on successful completion of the framework.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The food and drink industry in Wales is predominantly male, making up over two-thirds (68%) of the workforce; 32% are female. In comparison, a more balanced gender distribution exists across all industries in Wales where 53% are male and 47% are female. Between 2006 and 2011, the male share of the workforce increased by 7% (13,000 to 13,800) whereas the female share of the workforce declined by 4% (6,900 to 6,600). 36% of Welsh food and drink employees fall within the 45 to 54 years age group; 8% are aged 30 to 34; and only 17% are aged 16 to 29 years. The 16 to 29 years age group is considerably smaller than the other UK nations. In comparison, Northern

Ireland has 38% of its food and drink workforce in this age group, England has 26% and Scotland has 25%.

Over two-thirds (68%) of the current workforce will be eligible for retirement in the next 20 years. It is notable that 3,500 non-UK nationals are estimated to be working in the Welsh food and drink industry in 2011, an increase of 86% since 2006. (Skills Insights and Labour Market Facts about the Food and Drink Manufacturing and Processing industry in Wales 2013-2014, Improve Limited 2013)

This pathway is an important route to encourage greater diversity within the industry and the following actions are being taken to promote equality and inclusion:
- Ongoing monitoring of data to identify any issues and intervene where necessary
- Promotion of the industry to a diverse audience though our careers website Tasty Careers www.tastycareers.org.uk and Tasty Careers Ambassadors
- Apprenticeship workshops to raise awareness of the benefits of Apprenticeships to employers

All partners involved in the delivery of apprenticeships, including training providers, centres and employers, must be committed to a policy of equal opportunities and must have robust equality and diversity policies and procedures.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years - 18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1: **Level 2 Diploma for Proficiency in Butchery and Meat Processing (Wales)**

Total units required for the qualification is 12

Total Qualification Time (TQT) is 370 hours and Guided Learning Hours is 242 hours

Process Butchery/Lairage sub pathway

Group A – Mandatory 2 units

Group B – Underpinning Knowledge At least 4 units

Group C1 – Process and abattoir At least 6 units

Minimum credits required 37 credits

Retail Butchery sub pathway

More Information can be obtained from:

FEAD DfES ● Ty Afon
Bedwas Rd ● Bedwas
Cf838WT

DfES-ApprenticeshipUnit@gov.wales
Gwefan ● website: www.llyw.cymru
www.gov.wales

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Group A – Mandatory 2 units

Group B – Underpinning knowledge At least 4 units

Group C2 - Retail Butchery At least 6 units

Minimum credits required 37 credits

Group A and C are integrated units (combined occupational skill and occupational knowledge).

Group B are knowledge only units.

Please see link for qualification specification: [6ac785_2337094153a54c979308be485b8f3a37.pdf (fdq.org.uk)](6ac785_2337094153a54c979308be485b8f3a37.pdf)

L2 Award in Knife Skills for Food Processing

In addition, for the L2 Butchery and Meat Processing Apprenticeship Pathway, the L2 Award in Knife Skills for Food Processing is a requirement – an integrated qualification at Level 2, which combines competence and technical knowledge elements in which each element is separately assessed:

Group A Mandatory Unit	Level	Credit	GLH
Principles of knife usage and safety in food processing	2	2	9
Group B – Food Knife Skills (at least 4 Credits from the Butchery and Meat Processing Units)			
Demonstrate knife sharpening and maintenance skills in food processing operations	2	2	10
Demonstrate knife skills in butchery operations	2	2	13
Demonstrate knife skills in slaughter operations for red meat species	2	2	13
Demonstrate knife skills in poultry slaughter operations	2	2	12

Annex 2

Level 3: Advanced Butchery and Meat Processing

An integrated qualification at Level 3, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Butchery and Meat Processing L3 Specification

To achieve the apprenticeship, qualification units that deliver against at least 15 of the current National Occupational Standards or underpinning knowledge units should be taken in total:

- 3 from Mandatory Group A
- 4 from the Meat & Poultry Industry Group B
- 4 underpinning knowledge units from Group D
- And at least a further 4 from Optional Groups B, C or D

Mandatory Group A

All qualification units should be taken to meet the mandatory NOS requirements of this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFS110	Monitor food safety at critical control points in food and drink operations	Monitor food safety at critical control points in operations	3	1	5
IMPHS307	Monitor health, safety and environmental management systems in food manufacture	Monitor health, safety and environmental systems in food operations	3	2	12
		Understand how to monitor health, safety and environmental management systems in food operations	3	3	20
IMPQI103	Monitor and maintain product quality in food and drink operations	Monitor product quality in food operations	3	3	20
		Understand how to control product quality in food operations	3	2	10

Butchery and Meat Processing Sector Group B

Qualification units mapped to at least 4 NOS should be taken from this group. Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPSD507	Arrange transport scheduling for delivery of livestock in operations	Arrange transport scheduling for the delivery of livestock in food operations	3	2	8
		Understand how to arrange transport scheduling for the delivery of livestock in food operations	3	2	12
IMPSD513	Monitor and control reception of livestock in food operations	Monitor and control reception of livestock in food operations	3	2	9
		Understand how to monitor the reception of livestock in food operations	3	2	12
IMPSD523	Monitor the health and welfare of livestock pre-slaughter in food operations	Monitor the health and welfare of livestock pre-slaughter in food operations	3	2	9
		Understand how to monitor the health and welfare of livestock pre-slaughter in food operations	3	2	12
IMPSD527	Maintain lairage and ante mortem facilities in food operations	Maintain lairage and ante-mortem facilities in food operations	3	2	10
		Understand how to maintain lairage and ante-mortem facilities in food operations	3	2	12
IMPMP201	Monitor bleeding for Kosher meat	Monitor bleeding for Kosher meat	3	2	8
		Understand how to monitor bleeding for Kosher meat	3	2	14
IMPMP229	Monitor slaughter operations in meat processing	Monitor slaughter operations in meat processing	3	3	21
		Understand how to monitor slaughter operations in meat processing	3	2	11

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPMP203	Monitor carcase production in meat or poultry processing	Monitor carcase operations in meat processing	3	3	22
		Understand how to monitor carcase operations in meat processing	3	2	12
IMPMP205	Monitor an automated meat or poultry processing system	Monitor an automated meat/poultry processing system	3	3	17
		Understand how to monitor an automated meat/poultry processing system	3	2	12
IMPMP207	Classify meat or poultry carcasses	Classify meat or poultry carcases	3	3	12
		Principles of classification of meat and poultry carcases	3	3	21
IMPMP219	Monitor the recovery of meat and poultry processing by-products	Monitor the recovery of by-products and disposal of waste in meat processing	3	3	24
		Understand how to monitor the recovery of by-products and disposal of waste in meat processing	3	2	15
IMPMP231	Monitor the recovery of co-products and disposal of waste in meat processing	Monitor the recovery of co-products and disposal of waste in meat processing	3	3	24
		Understand how to monitor the recovery of co-products and disposal of waste in meat processing	3	2	15
IMPMP221	Monitor primal butchery in meat processing	Monitor primal butchery in meat processing	3	3	17
		Understand how to monitor primal butchery in meat processing	3	2	13
IMPMP223	Monitor secondary butchery in meat processing	Monitor secondary butchery in meat processing	3	3	17
		Understand how to monitor secondary butchery in meat processing	3	2	13
IMPMP225	Monitor butchery in sales operations	Monitor butchery in sales operations	3	3	19
		Understand how to monitor butchery in sales operations	3	2	15

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPMP227	Monitor the manufacture of meat products	Monitor the manufacture of meat products/preparations	3	3	15
		Understand how to monitor the manufacture of meat products/preparations	3	2	13
IMPMP233	Monitor treatment operations in meat processing	Monitor treatment operations in meat processing	3	3	16
		Understand how to monitor treatment operations in meat processing	3	2	15
IMPMP235	Monitor the slicing and wrapping of meat and meat products	Monitor the slicing and wrapping of meat/meat products	3	3	15
		Understand how to monitor the slicing and wrapping of meat/meat products	3	2	13
IMPSO407	Maximise sales of food and drink products in a retail environment	Maximise sales in a food retail environment	3	4	20
		Understand how to maximise sales in a food retail environment	3	3	24
IMPSO419	Set up and maintain operations in food and drink retail manufacture	Set up and maintain food retail operations	3	3	20
		Understand how to co-ordinate food retail operations	3	2	14
IMPSO420	Monitor effectiveness of operations in food and drink retail manufacture	Monitor effectiveness of food retail operations	3	2	12
		Understand how to co-ordinate food retail operations	3	2	14
IMPSO509	Plan and co-ordinate food services	Plan and co-ordinate food services	3	3	18
		Understand how to plan and co-ordinate food services	3	3	25
IMPSO513	Set up and maintain food service operations in food manufacture	Set up and maintain food service operations in food operations	3	2	14
		Understand how to set up and maintain food service operations	3	2	16

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPSO514	Monitor effectiveness of food service operations in food manufacture	Monitor effectiveness of food service operations	3	2	14
		Understand how to set up and maintain food service operations	3	2	16
IMPSD111	Organise the receipt and storage of goods in food and drink operations	Organise the receipt and storage of goods and materials in food operations	3	3	15
		Understand how to organise the receipt and storage of goods and materials in food operations	3	3	18
IMPSD113	Monitor and maintain storage conditions in food and drink operations	Monitor and maintain storage conditions in food operations	3	3	14
IMPSD114	Monitor stored goods and materials in food and drink operations	Monitor stored goods and materials in food operations	3	2	11
IMPSD116	Monitor and maintain storage systems and procedures in food and drink operations	Monitor and maintain storage systems and procedures in food operations	3	2	10
		Understand how to monitor and maintain storage systems and procedures in food operations	3	2	10

Support Operations Group C

Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPQI224	Manage organisational change and improvement in food operations	Manage organisational change for achieving excellence in food operations	3	4	21
		Understand how to manage organisational change for achieving excellence in food operations	3	3	17
IMPEM105	Maintain plant and equipment in food and drink operations	Maintain plant and equipment in food operations	3	4	26
		Understand how to maintain plant and equipment in food operations	3	3	23

IMPQI111	Interpret and communicate information and data in food and drink operations	Interpret and communicate information and data in food operations	3	3	18
		Understand how to interpret and communicate information and data in food operations	3	3	14
IMPSF111	Control and monitor energy efficiency in a food environment	Control energy efficiency in a food operations	3	3	13
IMPFS111	Contribute to continuous improvement of food safety in food and drink operations	Contribute to continuous improvement of food safety in operations	3	3	20
		Understand how to contribute to continuous improvement of food safety in operations	3	4	30
IMPQI113	Carry out sampling in food and drink operations	Carry out sampling for quality control in food operations	3	2	8
		Understand how to carry out sampling for quality control in food operations	3	3	26
IMPFS126	Report on food safety compliance in food and drink operations	Report on compliance with food safety requirements in operations	4	4	26
		Understand how to report on compliance with food safety requirements in operations	4	4	20
NOS Reference	**NOS**	**Mapping to Current Qualification Units**	**Level**	**Credit**	**GLH**
IMPFS120	Control and monitor safe supply of raw materials and ingredients in food and drink operations	Control and monitor safe supply of raw materials and ingredients in food operations	3	1	6
		Understand how to control and monitor safe supply of raw materials and ingredients in food operations	3	3	20
IMPPM114	Evaluate production performance in food and drink operations	Evaluate and improve production in food manufacture	3	3	16
		Understand how to manage and evaluate production performance in food manufacture	3	2	15
IMPPM116	Improve production performance in food and drink operations	Evaluate and improve production in food manufacture	3	3	16
		Understand how to manage and evaluate production performance in food manufacture	3	2	15
IMPPM103	Plan production schedules in food and drink operations	Plan production schedules in food and drink operations	3	3	21
		Understand how to plan production schedules in food manufacture	3	2	14
IMPPO115	Contribute to optimising work areas in food and drink operations	Contribute to optimising work areas in food manufacture	3	3	26

		Understand how to contribute to optimising work areas in food manufacture	3	3	15
IMPPO117	Diagnose production problems in food and drink operations	Diagnose problems in food operations	3	3	14
		Understand how to diagnose problems in food operations	3	3	16
IMPPO119	Resolve production problems in food and drink operations	Resolve problems in food operations	3	3	16
		Understand how to resolve problems in food operations	3	4	22

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPQI105	Monitor and control quality of work activities in food and drink operations	Monitor and control throughput to achieve targets in food operations	3	2	9
		Understand how to monitor and control throughput to achieve targets in food operations	3	3	15
IMPSD306	Set up and maintain picking and packing orders in food and drink operations	Set up and maintain picking and packing orders in food operations	3	3	18
		Understand how to co-ordinate picking and packing orders in food operations	3	2	14
IMPSD307	Monitor effectiveness of picking and packing operations in food and drink operations	Monitor effectiveness of picking and packing operations in food operations	3	2	12
		Understand how to co-ordinate picking and packing orders in food operations	3	2	14
IMPSD319	Monitor wrapping and labelling of products in food and drink operations	Monitor wrapping and labelling of products in food and drink operations	3	2	10
		Understand how to plan and co-ordinate wrapping and labelling in food operations	3	2	12
IMPSD325	Monitor effectiveness of despatch and transport operations in food and drink operations	Monitor effectiveness of despatch and transport in food operations	3	2	10
		Understand how to co-ordinate despatch and transport of orders in food operations	3	2	10

Underpinning Knowledge Group D

At least 3 units should be taken from this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPMP105K	Principles of breed and pre-slaughter selection of meat and poultry species	Principles of breed and pre-slaughter selection of meat and poultry species	3	3	27
IMPMP106/7K	Principles of rearing and welfare of meat species	Principles of rearing and welfare of meat species	4	5	37
IMPMP153K	Principles of butchery	Principles of butchery	3	3	24
IMPMP163K	Principles of curing meat	Principles of curing meat	3	3	22
IMPMP176K	Principles of a specialist raw meat and poultry sales service	Principles of a specialist raw meat and poultry sales service	3	3	23
IMPMP177K	Principles of a specialist cooked meat and poultry sales service	Principles of a specialist cooked meat and poultry sales service	3	3	23
IMPMP209K	Principles of microbiology and parasitology in meat production	Principles of microbiology and parasitology in meat production	4	3	24
IMPMP210/ 211K	Principles of anatomy and physiology of meat species	Principles of anatomy and physiology of meat species	4	5	37
IMPMP212/ 213K	Principles of pathology of meat species	Principles of pathology of meat species	4	5	37
IMPMP216K	Principles of technology in meat processing	Principles of technology in meat processing	3	3	21
IMPMP217K	Principles of meat science	Principles of meat science	4	5	37
IMPMP218K	Principles of adding value to meat and poultry products	Principles of adding value to meat and poultry products	3	3	24
IMPMP220K	Principles of animal waste and by- product removal and processing of edible co-products	Principles of animal waste and by- product removal and processing of edible co-products	3	3	24
IMPFT118K	Principles of weights and measures in food technology	Principles of weights and measures in food technology	3	4	30
IMPFT123K	Principles of freezing methods in food technology	Principles of freezing methods in food technology	3	4	30

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFT128K	Principles of gelatine biochemistry in food science	Principles of gelatine biochemistry in food science	3	4	35
IMPFT138K	Principles of lipid functionality in food science	Principles of lipid functionality in food science	3	4	35
IMPFT139K	Principles of protein functionality in food science	Principles of protein functionality in food science	3	4	32
IMPFT155K	Principles of food labelling in food operations	Principles of food labelling in food operations	3	4	30
IMPFS110.3K	The Principles of HACCP for food manufacturing	The Principles of HACCP for food manufacturing	3	3	20
IMPQI207K	Principles of continuous improvement techniques (Kaizen) in food operations	Principles of continuous improvement techniques (Kaizen) in food operations	3	3	15
IMPSF102K	Principles of sustainability in food operations	Principles of sustainability in food operations	3	4	34

Welsh Apprenticeship Pathway

in

Baking

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

WGAF05 V2 - September 2020

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 2 Pathway Baking is 51 credits (made up of the total on-and off-the-job training for all the components).

The total minimum credit value required for the Level 3 Pathway Advanced Baking is 53 credits (made up of the total on-and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 2: Baking

Qualifications

Participants must achieve one of the following combined qualification(s) below.

Level 2 - Diploma for Proficiency in Baking Industry Skills (Wales)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/4608/5	39	390	Combined	English ONLY

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 2: Baking	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Baking	127	217

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 12 months.

Total minimum credit value for the combined competence and knowledge qualification: 37 credits

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 344 learning hours
- Competence = minimum 97 hours
- Knowledge = minimum 83 hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 44 weeks x 1 hour/week = 44 hours
- On the job mentoring = 30 hours

Minimum off-the-job training hours = 217 training hours
- Knowledge component of - Level 2 Diploma for Proficiency in Baking Industry Skills = 83 hours
- Essential Skills Wales and off- the- job mentoring = 134 hours

Minimum on-the-job training hours = 127 training hours
- Competence component of - Level 2 Diploma for Proficiency in Baking Industry Skills = 97 hours
- On the job mentoring = 30 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 1 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

Level 3: Advanced Baking

Qualifications

Participants must achieve one of the following combined qualifications below.

Level 3 – Certificate for Proficiency in Baking Industry Skills					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/0316/3	27	270	Combined	English Only

Please see Annex 2 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Advanced Baking	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Advanced Baking	169	317

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 18 months.

Total minimum credit value for the combined competence and knowledge qualification: 41 credits (minimum credit of defined apprenticeship specification)

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 486 learning hours
- Competence = minimum 124 hours
- Knowledge = 161 minimum hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 66 weeks x 1 hour/week = 66 hours
- On the job mentoring = 45 hours

Minimum off-the-job training hours = 317 training hours
- Knowledge component of - Level 3 Certificate for Proficiency in Baking Industry Skills = 161 hours
- Essential Skills Wales and off- the- job mentoring = 156 hours

Minimum on-the-job training hours = 169 training hours
- Competence component of - Level 3 Certificate for Proficiency in Baking Industry Skills = 124 hours
- On the job mentoring = 45 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

There are no additional requirements other than the general entry conditions.

PROGRESSION

Progression from the Foundation Apprenticeship in Food and Drink (Baking):

Examples include:

- Into employment, for example, as a plant, in-store or craft baker, or confectioner;
- Direct career progression onto a Level 3 Apprenticeship in Food and Drink (Baking) pathway or any other suitable to the apprentices role and career plans;
- Development into a different role at the same level or higher;
- Welsh Baccalaureate Level 3.

Many career options become available to the Apprentice on successful completion of the framework.

Progression from the Apprenticeship in Food and Drink (Baking):

Examples include:

- Into employment, for example, as a specialist baker, master baker or specialist confectioner;
- Onto the Higher Apprenticeship (level 4) in Food and Drink (Food Manufacturing Excellence) pathway;
- Into further or higher education;
- Career progression e.g. to a higher role, or specialised role at the same level.

Many career options become available to the apprentice on successful completion of the framework.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The food and drink industry in Wales is predominantly male, making up over two-thirds (68%) of the workforce; 32% are female. In comparison, a more balanced gender distribution exists across all industries in Wales where 53% are male and 47% are female. Between 2006 and 2011, the male share of the workforce increased by 7% (13,000 to 13,800) whereas the female share of the workforce declined by 4% (6,900 to 6,600). 36% of Welsh food and drink employees fall within the 45 to 54 years age group; 8% are aged 30 to 34; and only 17% are aged 16 to 29 years. The 16 to 29 years age group is considerably smaller than the other UK nations. In comparison, Northern Ireland has 38% of its food and drink workforce in this age group, England has 26% and Scotland has 25%.

Over two-thirds (68%) of the current workforce will be eligible for retirement in the next 20 years. It is notable that 3,500 non-UK nationals are estimated to be working in the Welsh food and drink industry in 2011, an increase of 86% since 2006. (Skills Insights and Labour Market Facts about the Food and Drink Manufacturing and Processing industry in Wales 2013-2014, Improve Limited 2013)

This pathway is an important route to encourage greater diversity within the industry and the following actions are being taken to promote equality and inclusion:
- Ongoing monitoring of data to identify any issues and intervene where necessary
- Promotion of the industry to a diverse audience though our careers website Tasty Careers www.tastycareers.org.uk and Tasty Careers Ambassadors
- Apprenticeship workshops to raise awareness of the benefits of Apprenticeships to employers

All partners involved in the delivery of apprenticeships, including training providers, centres and employers, must be committed to a policy of equal opportunities and must have robust equality and diversity policies and procedures.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years - 18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1: Level 2 Diploma for Proficiency in Baking Industry Skills (Wales)

Total units required for the qualification is 14

Total Qualification Time (TQT) is 390 hours and Guided Learning Hours is 255 hours

Baking

Group A – Mandatory 3 units

Group B – Underpinning Knowledge 3 units

Group C – Bakery sector 6 units

Group B, C or D at least 2 units

Minimum credits required 39 credits

Group A and C are integrated units (combined occupational skill and occupational knowledge).

Group B are knowledge only units.

Please see link for qualification specification: 6ac785_2174f33ee5014fdc870ba676f8e1c3a5.pdf (fdq.org.uk)

Annex 2

Level 3: Advanced Baking

An integrated qualification at Level 3, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Baking L3 Specification

To achieve the apprenticeship, qualification units that deliver against at least 12 of the current National Occupational Standards or underpinning knowledge units should be taken in total:

- 2 from Optional Group A
- 4 from the Bakery Sector Group B
- 3 underpinning knowledge units from Group D
- And at least a further 3 from Optional Groups A, B, C or D

Optional Group A

Qualification units mapped to at least 2 NOS should be taken from this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFS110	Monitor food safety at critical control points in food and drink operations	Monitor food safety at critical control points in operations	3	1	5

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPHS307	Monitor health, safety and environmental management systems in food manufacture	Monitor health, safety and environmental systems in food operations	3	2	12
		Understand how to monitor health, safety and environmental management systems in food operations	3	3	20
IMPQI103	Monitor and maintain product quality in food and drink operations	Monitor product quality in food operations	3	3	20
		Understand how to control product quality in food operations	3	2	10
IMPFS110.3K	The Principles of HACCP for food manufacturing	Principles of HACCP for food manufacturing	3	3	20

Bakery Sector Group B

Qualification units mapped to at least 4 NOS should be taken from this group. Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPPM105	Manage production in food operations	Control production of bakery products	3	4	27
		Understand how to control production of bakery products	3	3	19
IMPCB124	Design and develop specialist individual dough-based products	Design and develop specialist individual dough based products	3	5	30
		Understand how to design and develop specialist individual bakery products	3	4	25
IMPCB125	Evaluate specialist individual dough-based products	Evaluate specialist individual dough based products	3	4	25
		Understand how to evaluate specialist individual bakery products	3	3	22
IMPCB126	Produce specialist individual dough-based products	Produce specialist individual dough based products	3	5	30
		Understand how to produce specialist individual bakery products	3	4	25
IMPCB127	Batch produce specialist fermented dough products	Batch produce advanced craft fermented dough based products	3	6	30
		Understand how to batch produce advanced craft fermented dough based products	3	2	20

IMPCB129	Batch produce specialist non-fermented dough products	Batch produce advanced craft non fermented dough based products	3	6	30
		Understand how to batch produce advanced craft non fermented dough based products	3	2	20

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPCB215	Design and develop specialist individual flour confectionery products	Design and develop specialist individual flour confectionery	3	5	30
		Understand how to design and develop specialist individual bakery products	3	4	25
IMPCB216	Evaluate specialist individual flour confectionery products	Evaluate specialist individual flour confectionery	3	4	25
		Understand how to evaluate specialist individual bakery products	3	3	22
IMPCB217	Produce specialist individual flour confectionery products	Produce specialist individual flour confectionery	3	5	30
		Understand how to produce specialist individual bakery products	3	4	25
IMPCB218	Batch produce specialist flour confectionery products	Batch produce advanced craft flour confectionery products	3	6	30
		Understand how to batch produce advanced craft flour confectionery products	3	2	20

Support Operations Group C

Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPQI224	Manage organisational change and improvement in food operations	Manage organisational change for achieving excellence in food operations	3	4	21
		Understand how to manage organisational change for achieving excellence in food operations	3	3	17
IMPEM101	Manage commissioning and handover of plant and equipment in food manufacture	Manage commissioning and handover of plant and equipment in food operations	4	4	33
		Understand how to manage commissioning and handover of plant and equipment in food operations	4	4	27
IMPEM105	Maintain plant and equipment in food and drink operations	Maintain plant and equipment in food operations	3	4	26
		Understand how to maintain plant and equipment in food operations	3	3	23

IMPQI111	Interpret and communicate information and data in food and drink operations	Interpret and communicate information and data in food operations	3	3	18
		Understand how to interpret and communicate information and data in food operations	3	3	14
IMPSF111	Control and monitor energy efficiency in a food environment	Control energy efficiency in a food operations	3	3	13
IMPFS111	Contribute to continuous improvement of food safety in food and drink operations	Contribute to continuous improvement of food safety in operations	3	3	20
		Understand how to contribute to continuous improvement of food safety in operations	3	4	30

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFS126	Report on food safety compliance in food and drink operations	Report on compliance with food safety requirements in operations	4	4	26
		Understand how to report on compliance with food safety requirements in operations	4	4	20
IMPFS120	Control and monitor safe supply of raw materials and ingredients in food and drink operations	Control and monitor safe supply of raw materials and ingredients in food operations	3	1	6
		Understand how to control and monitor safe supply of raw materials and ingredients in food operations	3	3	20
IMPPM111	Manage production performance in food and drink operations	Manage and evaluate production performance in food manufacture	4	5	36
		Understand how to manage and evaluate production performance in food manufacture	4	5	40
IMPPM114	Evaluate production performance in food and drink operations	Manage and evaluate production performance in food manufacture	4	5	36
		Understand how to manage and evaluate production performance in food manufacture	4	5	40
IMPPO115	Contribute to optimising work areas in food and drink operations	Contribute to optimising work areas in food manufacture	3	3	26
		Understand how to contribute to optimising work areas in food manufacture	3	3	15
IMPPO117	Diagnose production problems in food and drink operations	Diagnose problems in food operations	3	3	14
		Understand how to diagnose problems in food operations	3	3	16
IMPPO119	Resolve production problems in food and drink operations	Resolve problems in food operations	3	3	16
		Understand how to resolve problems in food operations	3	4	22

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPQI105	Monitor and control quality of work activities in food and drink operations	Monitor and control throughput to achieve targets in food operations	3	2	9
		Understand how to monitor and control throughput to achieve targets in food operations	3	3	15
IMPQI305	Secure commitment to an improvement strategy in food operations	Secure commitment to an achieving excellence strategy in a food operations	4	4	23
		Understand how to secure commitment to an achieving excellence strategy in a food operations	4	5	31
IMPSD306	Set up and maintain picking and packing orders in food and drink operations	Set up and maintain picking and packing orders in food operations	3	3	18
		Understand how to co-ordinate picking and packing orders in food operations	3	2	14
IMPSD307	Monitor effectiveness of picking and packing operations in food and drink operations	Monitor effectiveness of picking and packing operations in food operations	3	2	12
		Understand how to co-ordinate picking and packing orders in food operations	3	2	14
IMPSD111	Organise the receipt and storage of goods in food and drink operations	Organise the receipt and storage of goods and materials in food operations	3	3	15
		Understand how to organise the receipt and storage of goods and materials in food operations	3	3	18
IMPSD113	Monitor and maintain storage conditions in food and drink operations	Monitor and maintain storage conditions in food operations	3	3	14
IMPSD114	Monitor stored goods and materials in food and drink operations	Monitor stored goods and materials in food operations	3	2	11
IMPSD116	Monitor and maintain storage systems and procedures in food and drink operations	Monitor and maintain storage systems and procedures in food operations	3	2	10
		Understand how to monitor and maintain storage systems and procedures in food operations	3	2	10

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPSO407	Maximise sales of food and drink products in a retail environment	Maximise sales in a food retail environment	3	4	20
		Understand how to maximise sales of food products in a retail environment	3	3	24
IMPSO419	Set up and maintain operations in food and drink retail manufacture	Set up and maintain food retail operations	3	3	20
		Understand how to co-ordinate food retail operations	3	2	14
IMPSO420	Monitor effectiveness of operations in food and drink retail manufacture	Monitor effectiveness of food retail operations	3	2	12
		Understand how to co-ordinate food retail operations	3	2	14
IMPSO509	Plan and co-ordinate food services	Plan and co-ordinate food services	3	3	18
		Understand how to plan and co-ordinate food services	3	3	25
IMPSO513	Set up and maintain food service operations in food manufacture	Set up and maintain food service operations in food operations	3	2	14
		Understand how to set up and maintain food service operations	3	2	16
IMPSO514	Monitor effectiveness of food service operations in food manufacture	Monitor effectiveness of food service operations	3	2	14
		Understand how to set up and maintain food service operations	3	2	16

Underpinning Knowledge Group D

At least 3 units should be taken from this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPSF102K	Principles of sustainability in food operations	Principles of sustainability in food operations	3	4	34
IMPFT101K	Principles of food policy and regulation	Principles of food policy and regulation	4	5	36
IMPCB301.2K	Principles of flour in bakery	Principles of flour in bakery	3	2	20
IMPCB302K	Principles of fats and oils in bakery	Principles of fats and oils in bakery	3	2	20
IMPCB303.1K	Principles of sugars and starches in bakery	Principles of sugars and starches in bakery	3	2	20
IMPCB304K	Principles of dairy products in bakery	Principles of dairy products in bakery	3	2	20
IMPCB305K	Principles of egg and egg products in bakery	Principles of egg and egg products in bakery	3	2	20
IMPCB306K	Principles of salt and dough conditioners / improvers in bakery	Principles of salt and dough conditioners / improvers in bakery	3	2	20
IMPCB104.1K	Principles of the Bulk Fermentation Process	Principles of the Bulk Fermentation Process	3	2	20
IMPCB104.2K	Principles of the Chorleywood bread process	Principles of the Chorleywood bread process	3	2	20
IMPCB104.3K	Principles of Mechanical Dough Development (MDD) (Spiral mixing)	Principles of Mechanical Dough Development (MDD) using spiral mixing	3	2	20
IMPCB113K	Principles of dough fermentation and process control	Principles of dough fermentation and process control	3	2	20
IMPCB112K	Principles of retarding and proving dough and process control	Principles of retarding and proving dough and process control	3	2	20
IMPCB115.1K	Principles of oven baking bakery products	Principles of oven baking bakery products	3	2	20
IMPCB120K	Principles of preparing and handling bakery finishing materials	Principles of preparing and handling bakery finishing materials	3	2	20
IMPCB308K	Principles of packaging in bakery	Principles of packaging in bakery	3	2	20
IMPCB202K	Principles of mixing flour confectionery and process control	Principles of mixing flour confectionery and process control	3	2	20

Welsh Apprenticeship Pathway

in

Food and Drink Operations

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 2 Pathway Food and Drink Operations is 49 credits (made up of the total on-and off-the-job training for all the components).

The total minimum credit value required for the Level 3 Pathway Food and Drink Technical Operations is 51 credits (made up of the total on-and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 2: Food and Drink Operations

Qualifications

Participants must achieve the following combined qualification below.

Level 2 - Diploma for Proficiency in Food and Drink Operations (Wales)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/4561/5	37	370	Combined	English ONLY

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 2: Food and Drink Operations	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Food and Drink Operations	62	228

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 12 months.

Total minimum credit value for the combined competence and knowledge qualification: 37 credits

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 290 learning hours
- Competence = minimum 32 hours
- Knowledge = minimum 94 hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 44 weeks x 1 hour/week = 44 hours
- On the job mentoring = 30 hours

Minimum off-the-job training hours = 228 training hours
- Knowledge component of - Level 2 Diploma for Proficiency in Food Industry Skills = 94 hours
- Essential Skills Wales and off- the- job mentoring = 134 hours

Minimum on-the-job training hours = 62 training hours
- Competence component of - Level 2 Diploma for Proficiency in Food Industry Skills = 32 hours
- On the job mentoring = 30 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 1 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

Level 3: Food and Drink Technical Operations

Qualifications

Participants must achieve the following combined qualification below.

Level 3 – Diploma for Proficiency in Food Industry Skills					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/0317/1	37	370	Competence	English Only

Please see Annex 2 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Food and Drink Technical Operations	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Food and Drink Technical Operations	117	276

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 18 months.

Total minimum credit value for the combined competence and knowledge qualification: 39 credits (minimum credit of defined apprenticeship specification)

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 393 learning hours
- Competence = minimum 72 hours
- Knowledge = 120 minimum hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 66 weeks x 1 hour/week = 66 hours
- On the job mentoring = 45 hours

Minimum off-the-job training hours = 276 training hours
- Knowledge component of - Level 3 Diploma for Proficiency in Food Industry Skills = 120 hours
- Essential Skills Wales and off- the- job mentoring = 156 hours

Minimum on-the-job training hours = 117 training hours
- Competence component of - Level 3 Diploma for Proficiency in Food Industry Skills = 72 hours
- On the job mentoring = 45 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

There are no additional requirements other than the general entry conditions.

PROGRESSION

Progression from the Foundation Apprenticeship in Food and Drink (Food and Drink Operations):

Examples include:

- Into employment, for example, as a production control operative, processing control operative or quality assurance operative;
- Direct career progression onto a Level 3 Apprenticeship in Food and Drink (Food and Drink Technical Operations) pathway or any other suitable to the apprentices role and career plans;
- Development into a different role at the same level or higher;
- Welsh Baccalaureate Level 3.

Many career options become available to the Apprentice on successful completion of the framework.

Progression from the Apprenticeship in Food and Drink (Food and Drink Technical Operations):

Examples include:

- Into employment, for example, as a production manager/supervisor, operations manager, maintenance manager or quality manager;
- Onto the Higher Apprenticeship (level 4) in Food and Drink (Food Manufacturing Excellence) pathway;
- Into further or higher education;
- Career progression e.g. to a higher role, or specialised role at the same level.

Many career options become available to the apprentice on successful completion of the framework.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The food and drink industry in Wales is predominantly male, making up over two-thirds (68%) of the workforce; 32% are female. In comparison, a more balanced gender distribution exists across all industries in Wales where 53% are male and 47% are female. Between 2006 and 2011, the male share of the workforce increased by 7% (13,000 to 13,800) whereas the female share of the workforce declined by 4% (6,900 to 6,600). 36% of Welsh food and drink employees fall within the 45 to 54 years age group; 8% are aged 30 to 34; and only 17% are aged 16 to 29 years. The 16 to 29 years age group is considerably smaller than the other UK nations. In comparison, Northern Ireland has 38% of its food and drink workforce in this age group, England has 26% and Scotland has 25%.

Over two-thirds (68%) of the current workforce will be eligible for retirement in the next 20 years. It is notable that 3,500 non-UK nationals are estimated to be working in the Welsh food and drink industry in 2011, an increase of 86% since 2006. (Skills Insights and Labour Market Facts about the Food and Drink Manufacturing and Processing industry in Wales 2013-2014, Improve Limited 2013)

This pathway is an important route to encourage greater diversity within the industry and the following actions are being taken to promote equality and inclusion:
- Ongoing monitoring of data to identify any issues and intervene where necessary
- Promotion of the industry to a diverse audience though our careers website Tasty Careers www.tastycareers.org.uk and Tasty Careers Ambassadors
- Apprenticeship workshops to raise awareness of the benefits of Apprenticeships to employers

All partners involved in the delivery of apprenticeships, including training providers, centres and employers, must be committed to a policy of equal opportunities and must have robust equality and diversity policies and procedures.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years - 18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1 Level 2 - Diploma for Proficiency in Food and Drink Operations (Wales)

Total units required for the qualification is 14

Total Qualification Time (TQT) is 370 hours and Guided Learning Hours is 242 hours

Production and processing sub pathway

Group A – Mandatory 3 units

Group B – Underpinning Knowledge At least 3units

Group C1 – Production and processing At least 4 units

Minimum credits required 37 credits

More Information can be obtained from:

FEAD DfES ● Ty Afon
Bedwas Rd ● Bedwas
Cf838WT

DfES-ApprenticeshipUnit@gov.wales
Gwefan ● website: www.llyw.cymru
www.gov.wales

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Sales and service sub pathway

Group A – Mandatory 3 units

Group B – Underpinning knowledge At least 3 units

Group C2 – Sales and service At least 4 units

Minimum credits required 37 credits

Group A and C are integrated units (combined occupational skill and occupational knowledge).

Group B are knowledge only units.

Please see below for qualification specification: 6ac785_7e45c3727bef449da29d0eb0432f1458.pdf (fdq.org.uk)

Annex 2:

Level 3: Food and Drink Technical Operations

An integrated qualification at Level 3, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Food and Drink Technical Operations L3 Specification

To achieve the apprenticeship, qualification units that deliver against at least 12 of the current National Occupational Standards or underpinning knowledge units should be taken in total:

- 3 from Mandatory Group A
- 4 from the Production and Processing Group B
- 3 underpinning knowledge units from Group D
- And at least a further 2 from Optional Groups B, C or D

Mandatory Group A

All qualification units should be taken to meet the mandatory NOS requirements of this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFS110	Monitor food safety at critical control points in food and drink operations	Monitor food safety at critical control points in operations	3	1	5
IMPHS307	Monitor health, safety and environmental management systems in food manufacture	Monitor health, safety and environmental systems in food operations	3	2	12
		Understand how to monitor health, safety and environmental management systems in food operations	3	3	20
IMPQI103	Monitor and maintain product quality in food and drink operations	Monitor product quality in food operations	3	3	20
		Understand how to control product quality in food operations	3	2	10

Production and Processing Sector Group B

Qualification units mapped to at least 4 different NOS should be taken from this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPEM103	Support commissioning of plant, equipment and process in food and drink operations	Support commissioning of plant, equipment and process in food and drink operations	3	3	21
		Understand how to support commissioning of plant, equipment and process in food and drink operations	3	2	14
IMPEM105	Maintain plant and equipment in food and drink operations	Maintain plant and equipment in food operations	3	4	26
		Understand how to maintain plant and equipment in food operations	3	3	23
IMPPD104	Develop product specifications in a food and drink business	Develop product specifications in a food and drink business	3	2	14
		Understand how to develop product specifications in a food and drink business	3	2	12
IMPPD117	Develop food and drink test samples	Develop test samples in food manufacture	3	3	16
		Understand how to develop test samples in food manufacture	3	2	15
IMPPO121	Start up multi-stage operations in food and drink operations	Start up multi-stage operations in food manufacture	3	2	9
		Understand how to start up multi-stage operations in food manufacture	3	2	11
IMPPO123	Shut down multi-stage operations in food and drink operations	Shut down multi-stage operations in food manufacture	3	2	9
		Understand how to shut down multi-stage operations in food manufacture	3	2	9
IMPQI113	Carry out sampling in food and drink operations	Carry out sampling for quality control in food operations	3	2	8
		Understand how to carry out sampling for quality control in food operations	3	3	26
NOS Reference	**NOS**	**Mapping to Current Qualification Units**	**Level**	**Credit**	**GLH**
IMPQI116	Carry out testing in food and drink operations	Carry out testing for quality control in food operations	3	3	11
		Understand how to carry out tests for quality control in food operations	3	2	18

IMPQI105	Monitor and control quality of work activities in food and drink operations	Monitor and control quality of work activities in food and drink operations	3	2	18
		Monitor and control throughput to achieve targets in food operations	3	2	9
		Understand how to monitor and control throughput to achieve targets in food operations	3	3	15
SFJPF2.2	Carry out quality audits	Carry out quality audits	3	3	9
		Understand how to carry out quality audits	3	3	15
IMPPM103	Plan production schedules in food and drink operations	Plan production schedules in food and drink operations	3	3	21
		Understand how to plan production schedules in food manufacture	3	2	14
IMPPM107	Monitor and report on production performance in food and drink operations	Monitor and report on production progress in food manufacture	3	2	9
		Understand how to monitor and report on production progress in food manufacture	3	2	12
IMPPM109	Carry out process control of production in food and drink operations	Carry out process control in food manufacture	3	2	11
		Understand how to carry out process control in food manufacture	3	2	15
IMPPO117	Diagnose production problems in food and drink operations	Diagnose problems in food operations	3	3	14
		Understand how to diagnose problems in food operations	3	3	16
IMPPO119	Resolve production problems in food and drink operations	Resolve problems in food operations	3	3	16
		Understand how to resolve problems in food operations	3	4	22

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPPM114	Evaluate production performance in food and drink operations	Evaluate and improve production in food manufacture	3	3	16
		Understand how to manage and evaluate production performance in food manufacture	3	2	15
IMPPM116	Improve production performance in food and drink operations	Evaluate and improve production in food manufacture	3	3	16
		Understand how to manage and evaluate production performance in food manufacture	3	2	15
IMPSF111	Control and monitor energy efficiency in a food environment	Control energy efficiency in food operations	3	3	13
IMPSF113	Control and monitor waste minimisation in a food environment	Control waste minimisation in food operations	3	3	16
		Understand how to control waste minimisation in food operations	3	3	24
IMPSF115	Control and monitor water usage in a food environment	Control water usage in food operations	3	3	16
		Understand how to control water usage in food operations	3	3	25
IMPSF117	Control and monitor transport efficiency in a food environment	Control transport efficiency in food operations	3	3	16
		Understand how to control transport efficiency in food operations	3	3	25
IMPSO303	Monitor and control the disposal of waste in food and drink operations	Monitor and control waste disposal in food operations	3	3	15
		Understand how to monitor and control waste disposal in food operations	3	3	29

Support Operations Group C

Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPHS203	Maintain, promote and improve environmental good practice in food manufacture	Maintain, promote and improve environmental good practice in food operations	3	2	10
		Understand how to monitor and improve environmental good practice in food operations	3	3	18
IMPSO411	Deliver reliable customer service	Manage customer services in own area	3	4	25
		Monitor and evaluate customer service in food operations	3	4	19
		Understand how to monitor and evaluate customer service in food operations	3	3	21
IMPSO513	Set up and maintain food service operations in food manufacture	Set up and maintain food service operations in food operations	3	2	14
		Understand how to set up and maintain food service operations	3	2	16
IMPSO514	Monitor effectiveness of food service operations in food manufacture	Monitor effectiveness of food service operations	3	2	14
		Understand how to set up and maintain food service operations	3	2	16
IMPBP405	Promote and support creative thinking in a food and drink business	Support team members in identifying, developing and implementing new ideas	3	4	20
IMPOM104	Motivate colleagues in a food and drink business	Set objectives and provide support for team members	3	5	35
IMPOM111	Allocate and monitor work in a food and drink business	Plan, allocate and monitor work of a team	3	5	25

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPQI224	Manage organisational change and improvement in food operations	Manage organisational change and improvement in food operations	3	4	21
		Understand how to manage organisational change and improvement in food operations	3	3	17

Underpinning Knowledge Group D

At least 3 units should be taken from this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFS110.3K	The Principles of HACCP for food manufacturing	Principles of Hazard Analysis and Critical Control Points (HACCP) for food manufacturing	3	3	20
IMPFS110.2K	The principles of food safety supervision for manufacturing	The principles of food safety supervision for manufacturing	3	3	25
IMPHS107.1K	Principles of monitoring and assessing risks in food operations	Principles of monitoring and assessing risks in food operations	3	2	13
IMPQI106.1K	Principles of quality sampling and testing in food operations	Principles of quality sampling and testing in food operations	3	3	18
IMPQI118.2K	Principles of quality in food operations	Principles of quality in food operations	3	3	18
IMPPO242K	Principles of raw food materials in food operations	Principles of raw food materials in food operations	3	2	14
IMPPD102.1K	Principles of product development in food operations	Principles of product development in food operations	3	4	31
IMPEM104.1K	Principles of engineering and maintenance in food operations	Principles of engineering and maintenance in food operations	3	3	19
IMPSF102K	Principles of sustainability in food operations	Principles of sustainability in food operations	3	4	34
IMPQI207K	Principles of continuous improvement techniques (Kaizen) in food operations	Principles of continuous improvement techniques (Kaizen) in food operations	3	3	15
IMPFT106K	Principles of using ICT and MIS in food technology	Principles of using ICT and MIS in food technology	4	4	23
IMPFT107K	Principles of food data analysis in food and drink	Principles of food data analysis in food and drink	3	4	30

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFT114K	Principles of sensory assessment in food technology	Principles of sensory assessment in food technology	3	3	22
IMPFT115K	Principles of appearance and texture in food technology	Principles of appearance and texture in food technology	3	3	23
IMPFT116K	Principles of flavours in food technology	Principles of flavours in food technology	3	4	36
NOS Reference	**NOS**	**Mapping to Current Qualification Units**	**Level**	**Credit**	**GLH**
IMPFT117K	Principles of rheological characteristics in food technology	Principles of rheological characteristics in food technology	3	4	32
IMPFT118K	Principles of weights and measures in food technology	Principles of weights and measures in food technology	3	4	30
IMPFT119K	Principles of energy transfer in heating food technology	Principles of energy transfer in heating food technology	3	4	30
IMPFT120K	Principles of dehydration process in food technology	Principles of dehydration process in food technology	3	4	34
IMPFT121K	Principles of energy transfer in cooling food technology	Principles of energy transfer in cooling food technology	3	4	28
IMPFT122K	Principles of the refrigeration cycle in food technology	Principles of the refrigeration cycle in food technology	3	4	32
IMPFT123K	Principles of freezing methods in food technology	Principles of freezing methods in food technology	3	4	30
IMPFT131K	Principles of pigments in food technology	Principles of pigments in food technology	4	5	40
IMPFT132K	Principles of functional food additives in food technology	Principles of functional food additives in food technology	3	4	35
IMPFT133K	Principles of yeast biology for food and drink	Principles of yeast biology for food and drink	3	4	30
IMPFT134K	Principles of microbiology in food technology	Principles of microbiology in food technology	3	4	32
IMPFT135K	Principles of sterile processing in food technology	Principles of sterile processing in food technology	3	4	30

Welsh Apprenticeship Pathway

in

Seafood

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 2 Pathway Seafood is 49 credits (made up of the total on-and off-the-job training for all the components).

The total minimum credit value required for the Level 3 Pathway Advanced Seafood is 49 credits (made up of the total on-and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 2: Seafood

Qualifications

Participants must achieve the following combined qualification listed below.

Level 2 - Level 2 Diploma for Proficiency in Fish and Shellfish Industry Skills					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/0294/1	37	370	Combined	English ONLY

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualifications.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 2: Seafood	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Seafood	50	226

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 12 months.

Total minimum credit value for the combined competence and knowledge qualification: 37 credits

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 276 learning hours

- Competence = minimum 20 hours
- Knowledge = minimum 92 hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 44 weeks x 1 hour/week = 44 hours
- On the job mentoring = 30 hours

Minimum off-the-job training hours = 226 training hours
- Knowledge component of - Level 2 Diploma for Proficiency in Fish and Shellfish Industry Skills = 92 hours
- Essential Skills Wales and off- the- job mentoring = 134 hours

Minimum on-the-job training hours = 50 training hours
- Competence component of - Level 2 Diploma for Proficiency in Fish and Shellfish Industry Skills = 20 hours
- On the job mentoring = 30 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 1 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

Level 3: **Advanced Seafood**

Qualifications

Participants must achieve one of the following combined qualifications below.

Level 3 – Level 3 Diploma for Proficiency in Fish and Shellfish Industry Skills					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/0548/8	37	370	Combined	English Only

Please see [Annex 2](#) for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Advanced Seafood	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Advanced Seafood	86	225

On/Off the Job Qualification details (Minimum Credit & Hours)

> The recommended minimum pathway duration time for completion is 18 months.
>
> Total minimum credit value for the combined competence and knowledge qualification: 37 credits
>
> Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits
>
> **Total on and off-the-job training minimum training hours: 311 learning hours**
> - Competence = minimum 41 hours
> - Knowledge = 69 minimum hours
> - Essential Skills Wales (notional value 45 hours x 2) = 90 hours

- Mentoring, training and support activities 66 weeks x 1 hour/week = 66 hours
- On the job mentoring = 45 hours

Minimum off-the-job training hours = 225 training hours
- Knowledge component of - Level 3 Diploma for Proficiency in Fish and Shellfish Industry Skills = 69 hours
- Essential Skills Wales and off- the- job mentoring = 156 hours

Minimum on-the-job training hours = 86 training hours
- Competence component of - Level 3 Diploma for Proficiency in Fish and Shellfish Industry Skills = 41 hours
- On the job mentoring = 45 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

There are no additional requirements other than the general entry conditions.

PROGRESSION

Progression from the Foundation Apprenticeship in Food and Drink (Seafood):

Examples include:

- Into employment, for example, as a fishmonger, fish/shellfish processing operative or a fish and shellfish sales/support assistant;
- Direct career progression onto a Level 3 Apprenticeship in Food and Drink (Seafood) pathway or any other suitable to the apprentices role and career plans;
- Development into a different role at the same level or higher;
- Welsh Baccalaureate Level 3.

Many career options become available to the Apprentice on successful completion of the framework.

Progression from the Apprenticeship in Food and Drink (Seafood):

Examples include:

- Into employment, for example, as a fishmonger or specialist operations manager (fish and shellfish);
- Onto the Higher Apprenticeship (level 4) in Food and Drink (Food Manufacturing Excellence) pathway;
- Into further or higher education;
- Career progression e.g. to a higher role, or specialised role at the same level.

Many career options become available to the apprentice on successful completion of the framework.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The food and drink industry in Wales is predominantly male, making up over two-thirds (68%) of the workforce; 32% are female. In comparison, a more balanced gender distribution exists across all industries in Wales where 53% are male and 47% are female. Between 2006 and 2011, the male share of the workforce increased by 7% (13,000 to 13,800) whereas the female share of the workforce declined by 4% (6,900 to 6,600). 36% of Welsh food and drink employees fall within the 45 to 54 years age group; 8% are aged 30 to 34; and only 17% are aged 16 to 29 years. The 16 to 29 years age group is considerably smaller than the other UK nations. In comparison, Northern Ireland has 38% of its food and drink workforce in this age group, England has 26% and Scotland has 25%.

Over two-thirds (68%) of the current workforce will be eligible for retirement in the next 20 years. It is notable that 3,500 non-UK nationals are estimated to be working in the Welsh food and drink industry in 2011, an increase of 86% since 2006. (Skills Insights and Labour Market Facts about the Food and Drink Manufacturing and Processing industry in Wales 2013-2014, Improve Limited 2013)

This pathway is an important route to encourage greater diversity within the industry and the following actions are being taken to promote equality and inclusion:
- Ongoing monitoring of data to identify any issues and intervene where necessary
- Promotion of the industry to a diverse audience though our careers website Tasty Careers www.tastycareers.org.uk and Tasty Careers Ambassadors
- Apprenticeship workshops to raise awareness of the benefits of Apprenticeships to employers

All partners involved in the delivery of apprenticeships, including training providers, centres and employers, must be committed to a policy of equal opportunities and must have robust equality and diversity policies and procedures.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years - 18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1

Level 2: Seafood

An integrated qualification at Level 2, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Seafood L2 Apprenticeship Specification

To achieve the apprenticeship, qualification units that deliver at least 37 credits mapped to the current National Occupational Standards or underpinning knowledge units should be taken in total from Groups A, B, C or D, with, as a minimum:

- Units that cover The Principles of HACCP Based Food Safety Systems NOS and units mapped to at least one other NOS from Group A
- 8 credits or more must be taken from the Seafood Sector Group B
- 4 credits or more must be taken from Underpinning Knowledge units from Group D

Group A

The Principles of HACCP based food safety systems and units that map to at least one of the other 2 NOS should be taken from this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFS103	Maintain workplace food safety standards in food and drink operations	Maintain workplace food safety standards in operations	2	2	16
		Understand how to maintain workplace food safety standards in operations	2	2	20
IMPHS101	Work safely in food manufacture	Maintain workplace health and safety in food operations	2	2	4
		Understand how to maintain workplace health and safety in food operations	2	2	18
IMPFS104.3K	Principles of HACCP based food safety systems	Principles of HACCP based food safety systems	2	1	8

Seafood Sector Group B

Qualification units mapped to NOS that deliver at least 8 credits should be taken from this group. Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPFP101	Fillet fish by hand	Fillet fish by hand	2	3	12
		Understand how to fillet fish by hand	2	2	8
IMPFP103	Process fish by hand	Process fish by hand	2	3	12
		Understand how to process fish by hand	2	2	12
IMPFP105	Grade fish or shellfish by hand	Grade fish/shellfish by hand	2	2	7
		Understand how to grade fish/shellfish by hand	2	3	16
IMPFP107	Intake fish or shellfish	Intake fish/shellfish	2	2	11
		Understand how to intake fish/shellfish	2	2	14
IMPFP109	Control fish or shellfish defrosting	Control fish/shellfish defrosting	2	1	3
		Understand how to control fish/shellfish defrosting	2	1	6
IMPFP111	Shuck bivalves by hand	Shuck bivalves by hand	2	2	6
		Understand how to shuck bivalves by hand	2	2	11
IMPFP113	Pack and ice fish or shellfish	Pack and ice fish/shellfish	2	1	6
		Understand how to pack and ice fish/shellfish	2	2	9
IMPFP115	Grade fish or shellfish by machine	Grade fish/shellfish by machine	2	2	7
		Understand how to control processes in food manufacture	2	4	26
IMPFP117	Control the fish or shellfish brining process	Control the fish/shellfish brining process	2	3	12
		Understand how to control the fish/shellfish brining process	2	1	9
IMPFP119	Control the dry curing of fish or shellfish	Control the dry curing of fish	2	3	12
		Understand how to control the dry curing of fish	2	2	9

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPFP121	Control the fish or shellfish smoking process	Control the fish/shellfish smoking process	2	3	12
		Understand how to control the fish/shellfish smoking process	2	2	11
IMPFP123	Control the fish or shellfish marinating process	Control the fish/shellfish marinating process	2	3	12
		Understand how to control the fish/shellfish marinating process	2	2	12
IMPFP125	Gut and clean fish by hand	Gut and clean fish by hand	2	2	4
		Understand how to gut and clean fish by hand	2	2	10
IMPFP127	Assemble fish or shellfish products by hand	Assemble fish/shellfish products by hand	2	2	8
		Understand how to assemble fish/shellfish products by hand	2	2	10
IMPFP129	Extract shellfish meat by hand	Extract shellfish meat by hand	2	2	10
		Understand how to extract shellfish meat by hand	2	2	10
IMPFP131	Extract shellfish meat by machine	Control shellfish meat extraction operations	2	2	9
		Understand how to control shellfish meat extraction operations	2	1	10
IMPFP133	Pack live shellfish for dispatch	Pack live shellfish for despatch	2	2	10
		Understand how to pack and care for live shellfish for despatch	2	2	10
IMPFP135	Control fish gutting operations	Control fish gutting operations	2	2	10
		Understand how to control processes in food manufacture	2	4	26
IMPFP136	Control fish skinning operations	Control fish skinning operations	2	2	10
		Understand how to control processes in food manufacture	2	4	26
IMPFP137	Use fish or shellfish quality assessment methods	Monitor product quality in food operations	3	3	20
		Understand how to use fish/shellfish quality assessment methods	2	3	15

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPFP138	Harvest fish or shellfish for human consumption	Harvest fish for food supply	2	2	7
		Understand how to harvest fish for food supply	2	1	4
IMPFP140	Conduct shellfish depuration operations	Carry out shellfish depuration processing	2	1	9
		Understand how to carry out shellfish depuration processing	2	2	14
IMPFP142	Control shellfish depuration production	Control shellfish depuration processing	3	2	15
		Understand how to control shellfish depuration processing	3	3	28
IMPPO216	Control enrobing in food and drink operations	Control enrobing in food manufacture	2	3	17
		Understand how to control processes in food manufacture	2	4	26
IMPPO201	Operate central control systems in food and drink operations	Operate central control systems in food manufacture	2	2	11
		Understand how to operate central control systems in food manufacture	2	2	10
IMPPO205	Control size reduction in food and drink operations	Control size reduction in food manufacture	2	3	20
		Understand how to control processes in food manufacture	2	4	26
IMPPO206	Control weighing in food and drink operations	Control weighing in food manufacture	2	2	10
		Understand how to control processes in food manufacture	2	4	26
IMPPO207	Control mixing in food and drink operations	Control mixing in food manufacture	2	3	20
		Understand how to control processes in food manufacture	2	4	26
IMPPO208	Control heat treatment in food and drink operations	Control heat treatment in food manufacture	2	3	20
		Understand how to control processes in food manufacture	2	4	26
IMPPO209	Control segregation and integrity in food and drink operations	Control separation in food manufacture	2	3	20
		Understand how to control processes in food manufacture	2	4	26

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPPO210	Control temperature reduction in food and drink operations	Control temperature reduction in food manufacture	2	3	20
		Understand how to control processes in food manufacture	2	4	26
IMPPO214	Control forming in food and drink operations	Control forming in food manufacture	2	3	20
		Understand how to control processes in food manufacture	2	4	26
IMPPO215	Control depositing in food and drink operations	Control depositing in food manufacture	2	3	18
		Understand how to control processes in food manufacture	2	4	26
IMPPO230	Control product defrosting in food operations	Control defrosting in food manufacture	2	2	15
		Understand how to control defrosting in food manufacture	2	3	19
IMPPO232	Prepare sauces/marinades by hand in food operations	Prepare sauces and marinades by hand in food manufacture	2	3	22
		Understand how to prepare sauces and marinades by hand in food manufacture	2	2	8
IMPFP144	Process fish or shellfish for retail sale	Process fish/shellfish in a sales environment	2	3	14
		Understand how to process fish/shellfish in a sales environment	2	2	7
IMPFP146	Display fish or shellfish for retail sale	Display fish/shellfish in a sales environment	2	2	10
		Understand how to display fish/shellfish in a sales environment	2	3	16
IMPQI101	Maintain product quality in food and drink operations	Maintain product quality in food operations	2	2	5
		Understand how to maintain product quality in food operations	2	2	11
IMPPO223	Prepare ingredients and store fillings and toppings in food operations	Prepare ingredients and store fillings and toppings in food manufacture	2	3	25
		Understand how to prepare and store savoury fillings and toppings in food manufacture	2	2	14
NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH

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IMPSD310	Produce individual packs by hand in food and drink operations	Produce individual packs by hand in food operations	2	3	14
IMPSO501	Prepare and clear areas for counter/take-away service	Prepare to operate a counter/take away service in food operations	2	2	4
		Understand how to prepare to operate a counter/take way service in food operations	2	2	10
IMPSO503	Provide a counter/take-away service	Operate a counter/take-away service in food operations	2	2	4
		Understand how to operate a counter/take-away service in food operations	2	2	12
IMPSO505	Prepare and clear areas for table/tray service	Prepare to operate a table/tray service in food operations	2	2	4
		Understand how to prepare to operate a table/tray service in food operations	2	2	12
IMPSO507	Provide a table/tray service	Operate a table/tray service in food operations	2	2	4
		Understand how to operate a table/tray service in food operations	2	2	12
IMPSO511	Assemble and process products for food service	Assemble and process food service products	2	2	13
		Understand how to assemble and process products for food service	2	2	11
IMPSO711	Finish bake-off products	Finish bake off products	2	3	10
		Understand how to finish bake off products	2	2	12
IMPSO401	Contribute to the effectiveness of food and drink retail operations	Contribute to the effectiveness of food retail operations	2	2	10
		Understand how to contribute to the effectiveness of food retail operations	2	2	11
IMPSO405	Sell food and drink products in a retail environment	Sell food products in a retail environment	2	2	14
		Understand how to sell food products in a retail environment	2	3	20

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPSO407	Maximise sales of food and drink products in a retail environment	Maximise sales in a food retail environment	3	4	20
		Understand how to maximise sales of food products in a retail environment	3	3	24

Support Operations Group C

Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPFS139	Monitor food hygiene standards using rapid test methods in food and drink operations	Monitor food hygiene standards using rapid test methods in operations	2	3	19
		Understand how to monitor food hygiene standards using rapid test methods in operations	2	2	12
IMPHS104	Lift and handle materials in food manufacture	Lift and handle materials safely in food operations	2	2	10
		Understand how to lift and handle materials safely in food operations	2	2	15
IMPHS201	Contribute to environmental safety in food manufacture	Contribute to environmental safety in food operations	2	2	5
		Understand how to contribute to environmental safety in food operations	2	2	11
IMPHS203	Maintain, promote and improve environmental good practice in food manufacture	Maintain, promote and improve environmental good practice in food operations	3	2	10
		Understand how to monitor and improve environmental good practice in food operations	3	3	18
IMPEM107	Contribute to the maintenance of plant and equipment in food and drink operations	Contribute to the maintenance of plant and equipment in food operations	2	3	30

		Understand how to contribute to the maintenance of plant and equipment in food operations	2	3	20
IMPSD108	Store and organise goods and materials in food and drink operations	Store goods and materials in food operations	2	3	24
		Understand how to store and organise goods and materials in food operations	2	4	25

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPSD201	Supply materials for production in food and drink operations	Supply materials for production in food operations	2	3	18
		Understand how to supply materials for production in food operations	2	3	17
IMPSD309	Produce product packs in food and drink operations	Produce product packs in food operations	2	3	10
		Understand how to produce product packs in food operations	2	3	25
IMPSD312	Pack orders for despatch in food and drink operations	Pack orders for despatch in food operations	2	1	6
		Understand how to pack orders for despatch in food operations	2	1	6
IMPSD327	Prepare goods and materials for despatch	Prepare orders for despatch in food operations	2	3	19
		Understand how to prepare orders for despatch in food operations	2	3	20
IMPPO113	Carry out product changeovers in food and drink operations	Carry out product changeovers in food manufacture	2	2	11
		Understand how to carry out product changeovers in food manufacture	2	2	16
IMPPO125	Contribute to problem diagnosis in food and drink operations	Contribute to problem diagnosis in food manufacture	2	2	10
		Understand how to contribute to problem diagnosis in food manufacture	2	2	15
IMPPO127	Contribute to problem resolution in food and drink operations	Contribute to problem resolution in food manufacture	2	3	13

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
		Understand how to contribute to problem resolution in food manufacture	2	2	18
IMPPO217	Control wrapping and labelling in food and drink operations	Control wrapping in food manufacture	2	3	17
		Understand how to control processes in food manufacture	2	4	26
IMPPO226	Slice and bag individual products in food operations	Slice and bag individual food products	2	2	15
		Understand how to slice and bag individual food products	2	2	15
NOS Reference	**NOS**	**Mapping to Qualification Units**	**Level**	**Credit**	**GLH**
IMPSO108	Control washing and drying machinery in food and drink operations	Control washing and drying machinery in food operations	2	3	16
		Understand how to control washing and drying machinery in food operations	2	2	12
IMPSO101	Carry out hygiene cleaning in food and drink operations	Control hygiene cleaning in food operations	2	3	23
		Understand how to control hygiene cleaning in food operations	2	3	28
IMPSO103	Clean in place (CIP) plant and equipment in food and drink operations	Clean in place (CIP) plant and equipment in food operations	2	3	19
		Understand how to prepare for and conduct cleaning in place (CIP) of plant and equipment in food operations	2	2	12
		Understand how to avoid contamination and complete cleaning in place (CIP) of plant and equipment in food operations	2	2	13
IMPSO112	Sharpen and maintain cutting tools for use in food and drink operations	Sharpen cutting tools for use in food operations	2	2	7
		Understand how to sharpen cutting tools for use in food operations	2	2	14
IMPSO301	Deal with waste in food and drink operations	Deal effectively with waste in food operations	2	2	8
		Understand how to deal effectively with waste in food operations	2	2	10
IMPSO303	Monitor and control the disposal of waste in food and drink operations	Monitor and control waste disposal in food operations	3	3	15

		Understand how to monitor and control waste disposal in food operations	3	3	29
IMPSO304	Monitor and control the recovery of by-products in food and drink operations	Monitor and control the recovery and separation of by-products and waste in food operations	3	2	12
		Understand how to monitor and control the recovery of by-products in food operations	2	3	27

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPMP167	Manufacture meat products in a retail environment	Fill or extrude meat and meat based mixtures	2	2	8
		Understand how to fill or extrude meat and meat based mixtures	2	2	16
IMPSD113	Monitor and maintain storage conditions in food and drink operations	Monitor and maintain storage conditions in food operations	3	3	14
IMPQI205	Contribute to continuous improvement in food operations	Contribute to continuous improvement for achieving excellence in food operations	2	3	14
		Understand how to contribute to continuous improvement for achieving excellence in food operations	2	2	12
IMPPO111	Carry out task handover procedures in food and drink operations	Carry out task hand-over procedures in food manufacture	2	2	10
		Understand how to carry out task hand-over procedures in food manufacture	2	1	7

Underpinning Knowledge Group D

At least 4 credits should be taken from this group.

NOS Reference	NOS	Mapping to Qualification Units	Level	Credit	GLH
IMPFP116K	Principles of fish or shellfish smoking	Principles of fish/shellfish smoking	3	4	21
IMPFP148K	Principles of displaying fish/shellfish in a sales environment	Principles of displaying fish/shellfish in a sales environment	3	3	14
IMPFP149K	Principles of marine finfish	Principles of marine finfish	3	5	20
IMPFP150K	Principles of shellfish, non-marine finfish and marine food products	Principles of shellfish, non-marine finfish and marine food products	3	5	25
IMPFP151K	Principles of seafood quality science	Principles of seafood quality science	3	4	20
IMPFP152K	Principles of frying fish and chips	Principles of frying fish and chips	3	4	18
IMPFP153K	Principles of brining and salting fish or shellfish	Principles of brining and salting fish or shellfish	3	2	13
IMPFP154K	Principles of fish or shellfish quality assessment	Principles of fish/shellfish quality assessment	3	3	14
IMPFT135K	Principles of sterile processing in food technology	Principles of sterile processing in food technology	3	4	30
IMPPO237K	Principles of cans and closing cans in food manufacture	Principles of cans and closing cans in food manufacture	2	2	10
IMPBP306K	Principles of organisational compliance in a food business	Principles of organisational compliance in a food business	3	4	22
IMPFS104.2K	Principles of food safety for manufacturing	Principles of food safety for manufacturing	2	1	9
IMPSO104.3K	Principles of clean in place (CIP) in food operations	Principles of clean in place (CIP) in food operations	2	1	8
IMPSD109.2K	Principles of using and storing materials in food operations	Principles of using and storing materials in food operations	2	1	7
IMPQI102.2K	Principles of product quality and improvements in food operations	Principles of product quality and improvements in food operations	2	2	11

Annex 2

Level 3: Advanced Seafood

An integrated qualification at Level 3, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Seafood L3 Specification

To achieve the apprenticeship, qualification units that deliver at least 37 credits mapped to the current National Occupational Standards or underpinning knowledge units should be taken in total from Groups A, B, C or D, with, as a minimum:

- 6 credits or more must be taken from Group A
- 8 credits or more must be taken from the Seafood Sector Group B
- 4 credits or more must be taken from Underpinning Knowledge units from Group D

Mandatory Group A

At least 6 credits are required from units mapped to NOS from this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFP158	Monitor fish or shellfish operations	Monitor fish/shellfish operations	3	3	14
		Understand how to monitor fish/shellfish operations	3	3	19
IMPFP160	Manage fish and shellfish operations	Manage fish/shellfish operations	3	3	22
		Understand how to manage fish/shellfish operations	3	4	22

Seafood Sector Group B

Qualification units mapped to NOS that deliver at least 8 credits should be taken from this group. Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFP142	Control shellfish depuration production	Control shellfish depuration processing	3	2	15
		Understand how to control shellfish depuration processing	3	3	28
IMPFP156	Monitor frying operations	Monitor oil frying operations	3	3	18
		Understand how to monitor oil frying operations	3	3	21
IMPFP162	Monitor the reception and holding of live fish and shellfish	Monitor the reception and holding of live fish/shellfish	3	3	20
		Understand how to monitor the reception and holding of live fish/shellfish	3	3	22
IMPPD117	Develop food and drink test samples	Develop test samples in food manufacture	3	3	16
		Understand how to develop test samples in food manufacture	3	2	15
IMPPM114	Evaluate production performance in food and drink operations	Evaluate and improve production in food manufacture	3	3	16
		Understand how to manage and evaluate production performance in food manufacture	3	2	15
IMPPM116	Improve production performance in food and drink operations	Evaluate and improve production in food manufacture	3	3	16
		Understand how to manage and evaluate production performance in food manufacture	3	2	15
IMPPM109	Carry out process control of production in food and drink operations	Carry out process control in food manufacture	3	2	11
		Understand how to carry out process control in food manufacture	3	2	15

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPSD319	Monitor wrapping and labelling of products in food and drink operations	Monitor wrapping and labelling of products in food and drink operations	3	2	10
IMPQI113	Carry out sampling in food and drink operations	Carry out sampling for quality control in food operations	3	2	8
		Understand how to carry out sampling for quality control in food operations	3	3	26
IMPSD111	Organise the receipt and storage of goods in food and drink operations	Organise the receipt and storage of goods and materials in food operations	3	3	15
		Understand how to organise the receipt and storage of goods and materials in food operations	3	3	18
IMPSD113	Monitor and maintain storage conditions in food and drink operations	Monitor and maintain storage conditions in food operations	3	3	14
		Understand how to monitor and maintain storage conditions in food operations	3	2	12
IMPSD116	Monitor and maintain storage systems and procedures in food and drink operations	Monitor and maintain storage systems and procedures in food operations	3	2	10
		Understand how to monitor and maintain storage systems and procedures in food operations	3	2	10
IMPSO407	Maximise sales of food and drink products in a retail environment	Maximise sales in a food retail environment	3	4	20
		Understand how to maximise sales in a food retail environment	3	3	24
IMPSO509	Plan and co-ordinate food services	Plan and co-ordinate food services	3	3	18
		Understand how to plan and co-ordinate food services	3	3	25
IMPSO419	Set up and maintain operations in food and drink retail manufacture	Set up and maintain food retail operations	3	3	20
		Understand how to co-ordinate food retail operations	3	2	14
IMPSO420	Monitor effectiveness of operations in food and drink retail manufacture	Monitor effectiveness of food retail operations	3	2	12
		Understand how to co-ordinate food retail operations	3	2	14

Support Operations Group C

Qualification units should only be taken once – there are instances where one qualification unit maps to multiple NOS in this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPSF111	Control and monitor energy efficiency in a food environment	Control energy efficiency in a food operations	3	3	13
IMPFS111	Contribute to continuous improvement of food safety in food and drink operations	Contribute to continuous improvement of food safety in operations	3	3	20
		Understand how to contribute to continuous improvement of food safety in operations	3	4	30
IMPFS120	Control and monitor safe supply of raw materials and ingredients in food and drink operations	Control and monitor safe supply of raw materials and ingredients in food operations	3	1	6
		Understand how to control and monitor safe supply of raw materials and ingredients in food operations	3	3	20
IMPPO117	Diagnose production problems in food and drink operations	Diagnose problems in food operations	3	3	14
		Understand how to diagnose problems in food operations	3	3	16
IMPPO119	Resolve production problems in food and drink operations	Resolve problems in food operations	3	3	16
		Understand how to resolve problems in food operations	3	4	22
IMPQI105	Monitor and control quality of work activities in food and drink operations	Monitor and control quality of work activities in food operations	3	2	18
		Monitor and control throughput to achieve targets in food operations	3	2	9
		Understand how to monitor and control throughput to achieve targets in food operations	3	3	15

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NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFS108	Raise food safety awareness in food and drink operations	Promote food safety awareness in food operations	3	2	10
		Understand how to promote food safety awareness in operations	3	1	7
IMPSO513	Set up and maintain food service operations in food manufacture	Set up and maintain food service operations in food operations	3	2	14
		Understand how to set up and maintain food service operations	3	2	16
IMPSF113	Control and monitor waste minimisation in a food environment	Control waste minimisation in food operations	3	3	16
		Understand how to control waste minimisation in food operations	3	3	24
IMPHS203	Maintain, promote and improve environmental good practice in food manufacture	Maintain, promote and improve environmental good practice in food operations	3	2	10
IMPPM103	Plan production schedules in food and drink operations	Plan production schedules in food and drink operations	3	3	21
		Understand how to plan production schedules in food manufacture	3	2	14
IMPSD318	Plan resources to meet anticipated demand for products in food and drink operations	Plan resources to meet anticipated demand for products in food operations	3	2	8
IMPQI116	Carry out testing in food and drink operations	Carry out testing for quality control in food operations	3	3	11
SFJPF2.2	Carry out quality audits	Carry out quality audits	3	3	9
		Understand how to carry out quality audits	3	3	15
IMPSF115	Control and monitor water usage in a food environment	Control water usage in food operations	3	3	16
		Understand how to control water usage in food operations	3	3	25
IMPPD104	Develop product specifications in a food and drink business	Develop product specifications in a food and drink business	3	2	14
		Understand how to develop product specifications in a food and drink business	3	2	12

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NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPSD325	Monitor effectiveness of despatch and transport operations in food and drink operations	Monitor effectiveness of despatch and transport in food operations	3	2	10
		Understand how to co-ordinate despatch and transport of orders in food operations	3	2	10
IMPPM107	Monitor and report on production performance in food and drink operations	Monitor and report on production progress in food manufacture	3	2	9
		Understand how to monitor and report on production progress in food manufacture	3	2	12
IMPSO303	Monitor and control the disposal of waste in food and drink operations	Monitor and control waste disposal in food operations	3	3	15
		Understand how to monitor and control waste disposal in food operations	3	3	29
IMPSO304	Monitor and control the recovery of by-products in food and drink operations	Monitor and control the recovery and separation of by-products and waste in food operations	3	2	12
IMPOM111	Allocate and monitor work in a food and drink business	Plan, allocate and monitor work of a team	3	5	25
LSILADD06	Manage learning and development in groups	Facilitate learning and development in groups	3	6	25
LSILADD07	Facilitate individual learning and development	Facilitate learning and development for individuals	3	6	25
IMPFS110	Monitor food safety at critical control points in food and drink operations	Monitor food safety at critical control points in operations	3	1	5
		Understand how to monitor food safety management procedures in operations	3	2	16
IMPQI103	Monitor and maintain product quality in food and drink operations	Monitor product quality in food operations	3	3	20
		Understand how to control product quality in food operations	3	2	10
IMPHS307		Monitor health, safety and environmental systems in food operations	3	2	12

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
	Monitor health, safety and environmental management systems in food manufacture	Understand how to monitor health, safety and environmental management systems in food operations	3	3	20
NOS Reference	**NOS**	**Mapping to Current Qualification Units**	**Level**	**Credit**	**GLH**
IMPQI224	Manage organisational change and improvement in food operations	Manage organisational change and improvement in food operations	3	4	21
		Understand how to manage organisational change and improvement in food operations	3	3	17

Underpinning Knowledge Group D

At least 4 credits must be taken from this group.

NOS Reference	NOS	Mapping to Current Qualification Units	Level	Credit	GLH
IMPFP143K	Principles of controlling bivalve purification processing	Principles of controlling bivalve purification processing	3	2	20
IMPFP149K	Principles of marine finfish product knowledge	Principles of marine finfish product knowledge	3	5	20
IMPFP153K	Principles of brining and salting fish or shellfish	Principles of brining and salting fish or shellfish	3	2	13
IMPHS107.1K	Principles of monitoring and assessing risks in food operations	Principles of monitoring and assessing risks in food operations	3	2	13
IMPFP152.1K	Principles of managing fish and chip shop operations	Principles of managing fish and chip operations	3	4	37
IMPFP150.2K	Principles of the fishmonger industry	Principles of the fishmonger industry	3	2	12
IMPFP142.1S	Principles of managing safety in bivalve purification operations	Principles of managing safety in bivalve purification operations	3	4	32
IMPFP150K	Principles of shellfish, non-marine finfish and marine food products	Principles of shellfish, non-marine finfish and marine food products, product knowledge	3	5	25
IMPFT123K	Principles of freezing methods in food technology	Principles of freezing methods in food technology	3	4	30
IMPFP151K	Principles of seafood quality science	Principles of seafood quality science	3	4	20

IMPFT122K	Principles of the refrigeration cycle in food technology	Principles of the refrigeration cycle in food technology	3	4	32
IMPFP152K	Principles of frying fish and chips	Principles of frying fish and chips	3	4	18
IMPFP148K	Principles of displaying fish/shellfish in a sales environment	Principles of displaying fish/shellfish in a sales environment	3	3	14
IMPQI118.2K	Principles of quality in food operations	Principles of quality in food operations	3	3	18
IMPFT114K	Principles of sensory assessment in food technology	Principles of sensory assessment in food technology	3	3	22
IMPFP150.1K	Principles of fishmonger practice	Principles of fishmonger practice	3	3	23
IMPFT150K	Principles of canning in food technology	Principles of canning in food technology	3	4	30
NOS Reference	**NOS**	**Mapping to Current Qualification Units**	**Level**	**Credit**	**GLH**
IMPFP116K	Principles of fish or shellfish smoking	Principles of fish or shellfish smoking	3	4	21
IMPFP154K	Principles of fish or shellfish quality assessment	Principles of fish or shellfish quality assessment	3	3	14
LSIS	Understanding the principles and practice of assessment	Understanding the principles and practice of assessment	3	3	24
IMPFS110.2K	Principles of food safety supervision for manufacturing	The principles of food safety supervision for manufacturing	3	3	25
IMPFS122.2K	Principles of HACCP management for food manufacturing	The Principles of Hazard Analysis and Critical Control Points (HACCP) for food manufacturing	3	3	20
IMPFT151K	Principles of aseptic packaging in food technology	Principles of aseptic packaging in food technology	3	3	20

Welsh Apprenticeship Pathway

in

Brewing

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 2 Pathway Brewing is 49 credits (made up of the total on-and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 2: Brewing

Qualifications

Participants must achieve one of the following combined qualification(s) below.

Level 2 - Level 2 Diploma for Proficiency in Brewing Industry Skills					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/0277/4	37	370	Combined	English ONLY

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 2: Brewing	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Brewing	53	165

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 12 months.

Total minimum credit value for the combined competence and knowledge qualification: 37 credits

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 218 learning hours
- Competence = minimum 23 hours
- Knowledge = minimum 31 hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 44 weeks x 1 hour/week = 44 hours
- On the job mentoring = 30 hours

Minimum off-the-job training hours = 165 training hours
- Knowledge component of - Level 2 Diploma for Proficiency in Brewing Industry Skills = 31 hours
- Essential Skills Wales and off- the- job mentoring = 134 hours

Minimum on-the-job training hours = 53 training hours
- Competence component of - Level 2 Diploma for Proficiency in Brewing Industry Skills = 23 hours
- On the job mentoring = 30 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 1 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

The IBD General Certificate in Brewing is a Mandatory Requirement of this Apprenticeship Pathway.

The General Certificate in Brewing demonstrates to your employer that you understand the basic underpinning scientific principles of the brewing process that go into producing a quality product.

PROGRESSION

Progression from the Foundation Apprenticeship in Food and Drink (Brewing):

Examples include:

- Into employment, for example, as a brewer or brewing operative;
- Direct career progression onto a Level 3 Apprenticeship in Food and Drink Technical Operations pathway or any other suitable to the apprentices role and career plans;
- Development into a different role at the same level or higher;
- Welsh Baccalaureate Level 3.

Many career options become available to the Apprentice on successful completion of the framework.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The food and drink industry in Wales is predominantly male, making up over two-thirds (68%) of the workforce; 32% are female. In comparison, a more balanced gender distribution exists across all industries in Wales where 53% are male and 47% are female. Between 2006 and 2011, the male share of the workforce increased by 7% (13,000 to 13,800) whereas the female share of the workforce declined by 4% (6,900 to 6,600). 36% of Welsh food and drink employees fall within the 45 to 54 years age group; 8% are aged 30 to 34; and only 17% are aged 16 to 29 years. The 16 to 29 years age group is considerably smaller than the other UK nations. In comparison, Northern Ireland has 38% of its food and drink workforce in this age group, England has 26% and Scotland has 25%.

Over two-thirds (68%) of the current workforce will be eligible for retirement in the next 20 years. It is notable that 3,500 non-UK nationals are estimated to be working in the Welsh food and drink industry in 2011, an increase of 86% since 2006. (Skills Insights and Labour Market Facts about the Food and Drink Manufacturing and Processing industry in Wales 2013-2014, Improve Limited 2013)

This pathway is an important route to encourage greater diversity within the industry and the following actions are being taken to promote equality and inclusion:
- Ongoing monitoring of data to identify any issues and intervene where necessary
- Promotion of the industry to a diverse audience though our careers website Tasty Careers www.tastycareers.org.uk and Tasty Careers Ambassadors
- Apprenticeship workshops to raise awareness of the benefits of Apprenticeships to employers

All partners involved in the delivery of apprenticeships, including training providers, centres and employers, must be committed to a policy of equal opportunities and must have robust equality and diversity policies and procedures.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1

Level 2: Brewing

An integrated qualification at Level 2, which combines competence and technical knowledge elements in which each element is separately assessed and in which each element carries at least ten credits on the QCF.

Rules of Combination (RoC)

	Diploma
Total credits required for qualification	37
Total Qualification Time (TQT)	370 hours
Group A Mandatory units	Mandatory 22+ credits
Group B units	Mandatory 7+ credits
Guided Learning Hours Range (min-max)	147-267 hours

List of units

Unit ref	Unit type	Unit title	Level	Credit	GLH
Group A					
Brewing skills units					
J/601/5161 IMPBW201-L"	OS	Control transfer of liquid into a tank in brewing	2	3	8
Y/601/4614 IMPPO222Kv1	OK	Understand how to control processes in food manufacture	2	2	10
R/601/5163 IMPBW106	OS	Control fermentation in brewing	2	2	6
D/601/5165 IMPBW106-L	OS	Control yeast cropping and storage in brewing	3	2	6
K/601/5167 IMPBW106 L	OS	Control yeast selection, treatment and pitching in brewing	3	2	8
Y/601/4631 IMPP0210-L	OS	Control temperature reduction in food manufacture	2	3	20
F/601/5174 IMPPO209Sv1	OS	Control separation in food manufacture	2	3	20
T/601/5172 IMPPO201Sv1	OS	Operate central control systems in food manufacture	2	2	11

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A/601/5173 **IMPPO202K**	OK	Understand how to operate central control systems in food manufacture	2	2	10
D/601/5179 **IMPBW204-L**	OS	Monitor and maintain storage systems and procedures in food operations	3	2	10
D/601/5182 **IMPBW204-L**	OK	Understand how to monitor and maintain storage systems and procedures in food operations	3	2	10
Y/601/5178 **IMPBW209-L** **IMPBW210_L**	OS	Control packaging in food manufacture	2	3	19
L/601/5176 **IMPBW205**	OS	Control bottling in food manufacture	2	3	19
M/601/5168 **IMPBW207**	OS	Control kegging in brewing	2	3	10
T/601/2921 **IMPEM107**	OS	Contribute to the maintenance of plant and equipment in food operations	2	3	30
A/601/2922 **IMPEM107**	OK	Understand how to contribute to the maintenance of plant and equipment in food operations	2	3	20
K/601/5184 **IMPFD113**	OS	Carry out disinfection in food operations	2	2	8
T/601/5186 **IMPFD113**	OK	Understand how to carry out disinfection in food operations	2	2	15
A/601/8297 **IMPSD309**	OS	Produce product packs in food operations	2	3	10
F/601/8298 **IMPSD309**	OK	Understand how to produce product packs in food operations	2	3	25
Support operations units					
A/601/2919 **IMPFS129-L**	OS	Contribute to environmental safety in food operations	2	2	5

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M/601/2920 **IMPFS129-L**	OK	Understand how to contribute to environmental safety in food operations	2	2	11
J/601/8299 **IMPFS103-L**	OS	Control hygiene cleaning in food operations	2	3	23
M/601/8300 **IMPFS103-L**	OK	Understand how to control hygiene cleaning in food operations	2	3	28
T/601/8301 **MPHS105Kv1-L**	OS	Lift and handle materials safely in food operations	2	2	10
A/601/8302 **MPHS105Kv1**	OK	Understand how to lift and handle materials safely in food operations	2	2	15
F/601/8303 **IMPFS139**	OS	Monitor food hygiene standards using rapid test methods in operations	2	3	19
J/601/8304 **IMPFS140**	OK	Understand how to monitor food hygiene standards using rapid test methods in operations	2	2	12
D/601/5229 **IMPSO203**	OS	Contribute to maintaining stock security and minimising losses in food operations	2	2	15
L/601/5243 **IMPSO203**	OK	Understand how to contribute to maintaining stock security and minimising losses in food operations	2	2	9
R/601/5244 **IMPSO306**	OS	Control effluent treatment in food operations	2	2	15
Y/601/5245 **IMPSO306**	OK	Understand how to control effluent treatment in food operations	2	3	20
D/601/5246 **IMPSO306**	OK	Understand how to monitor effluent treatment in food operations	2	2	18
H/601/5247 **IMPSO401**	OS	Contribute to the effectiveness of food retail operations	2	2	10
K/601/5248 **IMPSO401**	OK	Understand how to contribute to the effectiveness of food retail operations	2	2	11
L/601/8305 **IMPSO405**	OS	Sell food products in a retail environment	2	2	14
R/601/8306 **IMPSO405**	OK	Understand how to sell food products in a retail environment	2	3	20

Y/601/8307 **IMPSO409**	OS	Display food products in a retail environment	2	3	23
D/601/8308 **IMPSO409**	OK	Understand how to display food products in a retail environment	2	2	10
J/601/5225 **IMPQI111**	OS	Interpret and communicate information and data in food operations	3	3	18
L/601/5226 **IMPQI111**	OK	Understand how to interpret and communicate information and data in food operations	3	3	14
R/601/5227 **IMPO103**	OS	Record and report basic operations in food manufacture	2	1	5
Y/601/5228 **IMPO103**	OK	Understand how to record and report basic operations in food manufacture	2	1	5
H/601/8309 **IMPPO113**	OS	Carry out product changeovers in food manufacture	2	2	11
Y/601/8310 **IMPPO113**	OK	Understand how to carry out product changeovers in food manufacture	2	2	16
Y/601/2944 **IMPPO125**	OS	Contribute to problem diagnosis in food manufacture	2	2	10
D/601/2945 **IMPPO125**	OK	Understand how to contribute to problem diagnosis in food manufacture	2	2	15
H/601/2946 **IMPPO127**	OS	Contribute to problem resolution in food manufacture	2	3	13
K/601/2947 **IMPPO127**	OK	Understand how to contribute to problem resolution in food manufacture	2	2	18
D/601/8311 **IMPQI113**	OS	Carry out sampling for quality control in food operations	3	2	8
H/601/8312 **IMPQI113**	OK	Understand how to carry out sampling for quality control in food operations	3	3	26
Y/601/2927 **IMPQI201**	OS	Organise and improve work activities for achieving excellence in food operations	2	3	13

D/601/2928 **IMPQI201**	OK	Understand how to organise and improve work activities for achieving excellence in food operations	2	3	14
K/601/2933 **IMPQI210**	OS	Contribute to the application of improvement techniques for achieving excellence in food operations	2	3	12
M/601/2934 **IMPQI210**	OK	Understand how to contribute to the application of improvement techniques for achieving excellence in food operations	2	3	18
L/601/2925 **IMPBG103-L**	OS	Contribute to sustainable practice in food operations	2	2	3
R/601/2926 **IMPBG103-L**	OK	Understand how to contribute to sustainable practice in food operations	2	2	14
Common operations units					
H/601/2896 **IMPBW117-L**	OS	Work effectively with others in food operations	2	2	15
K/601/2897 **IMPBW117-L**	OK	Understand how to work effectively with others in food operations	2	2	18
T/601/2899 **IMPQI1103Sv 1**	OS	Maintain product quality in food operations	2	2	5
H/601/2901 **IMPQI1103Sv 1**	OK	Understand how to maintain product quality in food operations	2	2	11
K/601/2902 **IMPFS103**	OS	Maintain workplace food safety standards in operations	2	2	16
M/601/2903 **IMPFS103**	OK	Understand how to maintain workplace food safety standards in operations	2	2	20
M/601/2917 **IMPFS134**	OS	Maintain workplace health and safety in food operations	2	2	4
T/601/2918 **IMPFS134**	OK	Understand how to maintain workplace health and safety in food operations	2	2	18
H/601/2929 **IMPQI205-L**	OS	Contribute to continuous improvement for achieving excellence in food operations	2	3	14

Y/601/2930 **IMPQI205-L**	OK	Understand how to contribute to continuous improvement for achieving excellence in food operations	2	2	12
K/601/8313 **IMPSO103**	OS	Clean in place (CIP) plant and equipment in food operations	2	3	19
M/601/8314 **IMPSO103**	OK	Understand how to prepare for and conduct cleaning in place (CIP) of plant and equipment in food operations	2	2	12
T/601/8315 **IMPSO103**	OK	Understand how to avoid contamination and complete cleaning in place (CIP) of plant and equipment in food operations	2	2	13
A/601/8316 **IMPPO111**	OS	Carry out task hand-over procedures in food manufacture	2	2	10
F/601/8317 **IMPPO111**	OK	Understand how to carry out task hand-over procedures in food manufacture	2	1	7
Group B Knowledge					
J/601/5211 **IMPBW302-L**	UK	Principles of packaging processes in brewing	3	2	12
L/601/5212 **IMPBW302-L**	UK	Principles of packaging in brewing	2	3	8
T/601/5205 **IMPBW118-L**	UK	Principles of the brewing industry and beer production	2	2	11
F/601/5207 **IMPBW103**	UK	Principles of using raw materials in brewing	2	2	8
J/601/5208 **IMPBW118-L**	UK	Principles of brewhouse processes in brewing	2	2	7
F/601/5210 **IMPFT133K-L**	UK	Principles of fermentation in brewing	2	3	8
L/601/5209 **IMPBW116**	UK	Principles of conditioning and filtration in brewing	2	2	7
A/601/5206 **IMPSO407Sv2** **-L**	UK	Principles of marketing beer	2	1	4

A/601/2953 **IMPPM116-L**	UK	Principles of improvement in food operations	3	3	16
F/601/2954 **IMPQI211Kv1**	UK	Principles of continuous improvement techniques (Kaizen) in food operations	3	3	15
L/601/2701 **IMPBG103-L**	UK	Principles of sustainability in food operations	3	4	34
R/601/5213 **IMPFT147**	UK	Principles of centrifugation in brewing	2	2	16
Y/601/5214 **IMPHS307-L**	UK	Principles of working in explosion rated areas in brewing	2	1	8
D/601/5215 **IMPFS120-L**	UK	Principles of fruit harvesting, storage and crushing in cider making	2	2	16
H/601/5216 **IMPEM107-L**	UK	Principles of valves and pumps in food manufacture	2	2	16
K/601/5217 **IMPEM107-L**	UK	Principles of plate heat exchangers in food manufacture	2	2	16
M/601/5218 **IMPEM154K**	UK	Principles of instrumentation and control systems in brewing	2	2	16
T/601/5219 **IMPBW203**	UK	Principles of filtration in brewing	2	2	16
K/601/5220 **IMPDT18-L**	UK	Principles of extractions and distillation	2	2	16
M/601/5221 **IMPFT156K -** **L**	UK	Principles of evaporation in brewing	2	1	8
T/601/5222 **IMPFS120-L**	UK	Principles of cider maturation and blending	2	1	9
A/601/5223 **IMPDT18-L**	UK	Principles of cream liqueur production	2	1	8
F/601/5224 **IMPFS120-L**	UK	Principles of juice storage and cider fermentation	2	3	24

Welsh Apprenticeship Pathway

in

Food Industry Team Leading

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

More Information can be obtained from:

FEAD DfES ● Ty Afon
Bedwas Rd ● Bedwas
Cf838WT

DfES-ApprenticeshipUnit@gov.wales
Gwefan ● website: www.llyw.cymru
www.gov.wales

Contents

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 2 Pathway Food Industry Team Leading is 39 credits (made up of the total on- and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 2: Food Industry Team Leading

Qualifications

Participants must achieve the following combined qualification below.

Level 2 - Diploma for Proficiency in Food Industry Team Leading (Wales)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/4634/9	37	370	Combined	English ONLY

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 2: Food Industry Team Leading	Level	Minimum Credit Value
Communication	1	6
Application of Number	1	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 2: Food Industry Team Leading	87	213

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 12 months.

Total minimum credit value for the combined competence and knowledge qualification: 27 credits

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 300 learning hours
- Competence = minimum 57 hours
- Knowledge = minimum 79 hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 44 weeks x 1 hour/week = 44 hours
- On the job mentoring = 30 hours

Minimum off-the-job training hours = 213 training hours
- Knowledge component of - Level 2 Certificate for Proficiency in Food Team Leading = 79 hours
- Essential Skills Wales and off- the- job mentoring = 134 hours

Minimum on-the-job training hours = 87 training hours
- Competence component of - Level 2 Certificate for Proficiency in Food Team Leading = 57 hours
- On the job mentoring = 30 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 1 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 1 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

There are no additional requirements other than the general entry conditions.

PROGRESSION

Progression from the Foundation Apprenticeship in Food and Drink (Food Industry Team Leading):

Examples include:

- Into employment, for example, as a food and drink team leader or supervisor, an operations team leader, or shift team leader;
- Direct career progression into the Level 3 Apprenticeship in Food and Drink (Food Industry Technical Management) pathway or other pathway suitable to the apprentice's role and career plans;
- Development into a different role at the same level or higher;
- Welsh Baccalaureate Level 3.

Many career options become available to the Apprentice on successful completion of the pathway.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

The food and drink industry in Wales is predominantly male, making up over two-thirds (68%) of the workforce; 32% are female. In comparison, a more balanced gender distribution exists across all industries in Wales where 53% are male and 47% are female. Between 2006 and 2011, the male share of the workforce increased by 7% (13,000 to 13,800) whereas the female share of the workforce declined by 4% (6,900 to 6,600). 36% of Welsh food and drink employees fall within the 45 to 54 years age group; 8% are aged 30 to 34; and only 17% are aged 16 to 29 years. The 16 to 29 years age group is considerably smaller than the other UK nations. In comparison, Northern Ireland has 38% of its food and drink workforce in this age group, England has 26% and Scotland has 25%.

Over two-thirds (68%) of the current workforce will be eligible for retirement in the next 20 years. It is notable that 3,500 non-UK nationals are estimated to be working in the Welsh food and drink industry in 2011, an increase of 86% since 2006. (Skills Insights and Labour Market Facts about the Food and Drink Manufacturing and Processing industry in Wales 2013-2014, Improve Limited 2013)

This pathway is an important route to encourage greater diversity within the industry and the following actions are being taken to promote equality and inclusion:
- Ongoing monitoring of data to identify any issues and intervene where necessary
- Promotion of the industry to a diverse audience though our careers website Tasty Careers www.tastycareers.org.uk and Tasty Careers Ambassadors
- Apprenticeship workshops to raise awareness of the benefits of Apprenticeships to employers

All partners involved in the delivery of apprenticeships, including training providers, centres and employers, must be committed to a policy of equal opportunities and must have robust equality and diversity policies and procedures.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1: Level 2 Level 2 Diploma for Proficiency in Food Industry Team Leading (Wales)

Total Qualification Time (TQT) is 370 hours and Guided Learning Hours is 229 hours

Food Industry Team Leading

Food management units (Group A) Mandatory 35+ credits Group B – Underpinning Knowledge At least 4 units

Knowledge units (Group B) Optional 2+ credit

Minimum credits required 37 credits

Please see link for qualification specification: Microsoft Word - FDQ_L2_Diploma_Proficiency_Food_Team_Leading_(Wales)_C0046349_v1.0_16.08.2022

Welsh Apprenticeship Pathway

in

Food Industry Technical Management

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

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LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway Food Industry Technical Management is 49 credits (made up of the total on-and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 3: Food Industry Technical Management

Qualifications

Participants must achieve the following combined qualification below.

Level 3: Diploma for Proficiency in Food Management					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/0537/0	37	370	Combined	English ONLY

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Food Industry Technical Management	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Food Industry Technical Management	92	206

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 18 months.

Total minimum credit value for the combined competence and knowledge qualification: 37 credits

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 298 learning hours
- Competence = minimum 47 hours
- Knowledge = minimum 50 hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Mentoring, training and support activities 66 weeks x 1 hour/week = 66 hours
- On the job mentoring = 45 hours

Minimum off-the-job training hours = 206 training hours
- Knowledge component of - Level 3 Diploma for Proficiency in Food Management = 50 hours
- Essential Skills Wales and off- the- job mentoring = 156 hours

Minimum on-the-job training hours = 92 training hours
- Competence component of - Level 3 Diploma for Proficiency in Food Management = 47 hours
- On the job mentoring = 45 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

There are no additional requirements other than the general entry conditions.

PROGRESSION

Progression from the Foundation Apprenticeship in Food and Drink (Food Industry Technical Management):

Examples include:

- Into employment, for example, as a production manager/supervisor, operations manager, maintenance manager or quality manager;
- Onto the Higher Apprenticeship (level 4) in Food and Drink (Food Manufacturing Excellence) pathway;
- Into further or higher education;
- Career progression e.g. to a higher role, or specialised role at the same level.

Many career options become available to the Apprentice on successful completion of the pathway.

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EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

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EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

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RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1

Level 3: Food Industry Technical Management

600/8545/9 / C00/0537/0 - Level 3: Diploma for Proficiency in Food Management

https://7da7a776-1e16-4993-9921-93024627fb09.filesusr.com/ugd/e9fa80_956f77aac6aa44aca110d31cbb7ae186.pdf

Rules of Combination (RoC)

Diploma Total credits required for qualification 37+

Total Qualification Time (TQT) 370 hours

Group A – Food Management Units - Mandatory 30+ credits

Group B – Knowledge Units - Optional 3+ credits

Guided Learning Hours Range (min/max) 186 - 334 hours

Assessment
Occupational skills (OS) units are designed to assess the learner's applied skills required to demonstrate competent performance in the workplace in a defined role. Assessment of this qualification is by learner portfolio of achievement. Evidence of performance can be supplemented by other assessment evidence e.g. witness testimony, work-related questioning, workplace documentation, photographic evidence and professional discussion.

Other assessment methods may be used to assess occupational knowledge (OK) and underpinning knowledge (UK) requirements including e-assessment, multiple-choice

examination and assignment. Assessment requirements are set out in individual units of assessment, see exemplar F/601/2954 Principles of continuous improvement techniques (Kaizen) in food operations.

Assessment requirements are set out in individual units of assessment. Reasonable adjustments apply that allow learner support for oral or other assessment adjustment arrangements to meet learner needs. All assessment activity is subject to internal quality assurance.

FDQ has in place a quality system comprising policies and procedures to ensure its qualifications are developed, delivered and remain fit for purpose. FDQ externally quality assures all centre assessment and internal quality assurance quality and arrangements.
Assessment Occupational skills (OS) units are designed to assess the learner's applied skills required to demonstrate competent performance in the workplace in a defined role. Assessment

Group A Food management units
Planning
- D/504/6891 OS Contribute to the development of a strategic plan in a food business 3 2 15
- H/504/6892 OK Understand how to contribute to the development of a strategic plan in a food business 3 2 17
- K/504/6893 OS Contribute to the development of an operational plan in a food business 3 2 14
- M/504/6894 OK Understand how to contribute to the development of an operational plan in a food business 3 2 14
- T/504/6895 OK Understand how to contribute to the development of a supply chain operational plan in a food business 3 2 14

Target setting
- R/504/6905 OS Plan and agree targets in a food business 3 2 13
- Y/504/6906 OS Set objectives in a food business 3 2 12
- D/504/6907 OS Set key performance indicators in a food business 3 2 15
- H/504/6908 OK Understand how to set targets in a food business 3 2 12

- K/504/6909 OS Produce a work schedule in a food business 3 2 13
- D/504/6910 OK Understand how to produce a work schedule in a food business 3 2 13

Allocate resources
- A/504/7319 OS Identify staff resource needs in a food business 3 3 21
- M/504/7320 OK Understand how to identify staff resource needs in a food business 3 3 21
- T/504/7321 OS Co-ordinate recruitment activity in a food business 3 3 18
- A/504/7322 OK Understand how to co-ordinate recruitment activity in a food business 3 3 19 F/504/7323 OS Induct employees into a food business 3 3 19
- J/504/7324 OK Understand how to induct employees into a food business 3 3 21
- L/504/7325 OS Allocate staff resources in a food business 3 3 19
- R/504/7326 OK Understand how to allocate staff resources in a food business 3 2 15
- Y/504/7327 OS Identify physical resource requirements in a food business 3 2 18
- D/504/7328 OK Understand how to identify physical resources in a food business 3 2 19
- H/504/7329 OS Utilise resources to maximise performance in a food business 3 3 21
- Y/504/7330 OK Understand how to utilise resources to maximise performance in a food business 3 3 20

Deploy operations
- D/504/7331 OS Deploy an operational plan in a food business 3 2 14
- H/504/7332 OK Understand how to deploy an operational plan in a food business 3 3 21
- K/504/7333 OS Support the development of a procedure in a food business 3 3 20
- M/504/7334 OK Understand how to support the development of a procedure in a food business 3 3 20
- T/504/7335 OS Support the development of a specification in a food business 3 3 20
- A/504/7336 OK Understand how to support the development of a specification in a food business 3 3 20
- F/504/7337 OS Contribute to sourcing supplies in a food business 3 2 15
- J/504/7338 OK Understand how to contribute to sourcing supplies in a food business 3 3 23
- L/504/7339 OS Contribute to the maintenance of compliance in a food business 3 3 20
- F/504/7340 OK Understand how to contribute to the maintenance of compliance in a food business 3 4 24
- J/504/7341 OS Support improvement practice in a food business 3 2 14
- L/504/7342 OK Support sustainable practice in a food business 3 2 15
- J/504/7355 OS Contribute to project management in a food business 3 3 20
- L/504/7356 OK Understand how to contribute to project management in a food business 3 3 21
- R/504/7360 OS Manage a budget in a food business 3 2 15

- Y/504/7361 OK Understand how to manage a budget in s food business 3 3 20
- H/504/7363 OS Write reports and present management information in a food business 3 3 18
- M/504/7365 OK Understand how to write reports and present management information in a food business 3 3 20
- A/504/7367 OS Deliver a presentation in a food business 3 2 10
- F/504/7368 OK Understand how to deliver a presentation in a food business 3 2 16
- J/504/7369 OS Lead meetings in a food business 3 2 10
- A/504/7370 OK Understand how to lead meetings in a food business 3 3 20
- F/504/7371 OS Manage a production trial in a food business 3 3 17
- J/504/7372 OK Understand how to a manage production trial in a food business 3 3 26
- A/602/4617 OS Diagnose problems in food operations 3 3 14
- F/602/4618 OK Understand how to diagnose problems in food operations 3 3 16
- J/602/4619 OS Resolve problems in food operations 3 3 16
- A/602/4620 OK Understand how to resolve problems in food operations 3 4 22
- L/504/7373 OS Promote customer service in a food business 3 2 16
- R/504/7374 OK Understand how to promote customer service in a food business 3 2 16
- Y/504/7375 OS Contribute to resolving complaints in a food business 3 2 13
- D/504/7376 OK Understand how to contribute to resolving complaints in a food business 3 3 20
- K/504/7378 OS Conduct an internal audit in a food business 3 2 16
- M/504/7379 OK Understand how to conduct an internal audit in a food business 3 3 20

Monitoring
- H/504/7380 OS Develop procedures for monitoring in a food business 3 2 14
- K/504/7381 OK Understand how to develop procedures for monitoring in a food business 3 2 14
- M/504/7382 OS Monitor performance in a food business 3 3 17
- T/504/7383 OK Understand how to monitor individual performance in a food business 3 2 14
- A/504/7384 OS Improve own performance in a food business 3 2 16
- F/504/7385 OK Understand how to improve own performance in a food business 3 3 18
- J/504/7386 OS Monitor progress of work activity in a food business 3 2 13
- L/504/7387 OK Understand how to monitor progress of work activity in a food business 3 3 15
- R/504/7388 OK Understand how to monitor progress of work activity in the food supply chain 3 2 14
- Y/504/7389 OK Understand how to monitor progress of work activity in food retail and service 3 2 15
- F/602/4697 OS Monitor and control throughput to achieve targets in food operations 3 2 9
- J/602/4698 OK Understand how to monitor and control throughput to achieve targets in food operations 3 3 15

- H/602/5826 OS Monitor food safety at critical control points in food operations 3 1 5
- L/504/7390 OS Carry out an assessment of risks in a food business 3 2 14
- R/504/7391 OK Understand how to carry out of assessment of risks in a food business 3 3 19
- Y/504/7392 OS Support and handle grievance procedures in a food business 3 3 15
- D/504/7393 OK Understand how to support and handle grievance procedures in a food business 3 2 14
- H/504/7394 OS Initiate and support disciplinary procedures in a food business 3 3 16
- K/504/7395 OK Understand how to initiate and support disciplinary procedures in a food business 3 2 14
- M/504/7396 OS Monitor absenteeism in a food business 3 2 14
- T/504/7397 OK Understand how to monitor absenteeism in a food business 3 2 12
- A/504/7398 OS Contribute to the assessment of operational costs in a food business 3 2 13
- F/504/7399 OK Understand how to contribute to the assessment of operational costs in a food business 3 2 14
- K/504/7400 OS Promote and maintain standards of conduct in a food business 3 2 9
- M/504/7401 OK Understand how to promote and maintain standards of conduct in a food business 3 3 13
- T/504/7402 OS Contribute to the development of an organisational culture in a food business 3 2 15
- A/504/7403 OK Understand how to contribute to the development of an organisational culture in a food business 3 2 15

Support
- F/504/7404 OS Communicate effectively in a food business 3 2 15
- M/504/7446 OK Understand how to communicate effectively in a food business 3 2 17
- T/504/7447 OS Contribute to cross functional team work in a food business 3 2 19
- A/504/7448 OK Understand how to contribute to cross functional team work in a food business 3 3 23
- L/504/7468 OS Manage conflict in a food business 3 3 20 T/504/7450 OK Understand how to manage conflict in a food business 3 3 21
- A/504/7451 OS Contribute to pitching products or services to potential customers in a food business 3 3 22
- F/504/7452 OK Understand how to contribute to pitching products or services to potential customers in a food business 3 3 20
- J/504/7453 OS Contribute to the maintenance of external relationships in a food business 3 2 17
- L/504/7454 OK Understand how to contribute to the maintenance of external relationships in a food business 3 3 21
- R/504/7455 OS Assess skills and knowledge in a food business 3 3 26
- Y/504/7456 OK Understand how to assess skills and knowledge in a food business 3 3 26
- D/504/7457 OS Identify learning and skills needs in a food business 3 2 15
- H/504/7458 OK Understand how to identify learning and skills needs in a food business 3 2 15
- K/504/7459 OS Provide coaching and mentoring in a food business 3 3 24
- D/504/7460 OK Understand how to provide coaching and mentoring in a food business 3 3 21

- H/504/7461 OS Provide training in a food business 3 3 23
- K/504/7462 OK Understand how to provide training in a food business 3 4 30
- M/504/7463 OS Facilitate activities in a food business 3 3 20
- T/504/7464 OK Understand how to facilitate activities in a food business 3 2 17

Group B Knowledge units
- F/504/7242 UK Principles of communication in a food business 3 3 21
- L/504/7244 UK Principles of organisational conduct in a food business 3 4 27
- Y/504/7246 UK Principles of supporting an organisational culture in a food business 3 3 18
- D/504/7247 UK Principles of setting targets and monitoring performance in a food business 3 3 21
- H/504/7248 UK Principles of information management in a food business 3 3 18
- K/504/7249 UK Principles of quality systems in a food business 3 4 23
- D/504/7250 UK Principles of organisational compliance in a food business 3 4 22
- A/601/2953 UK Principles of improvement in food operations 3 3 16
- F/601/2954 UK Principles of continuous improvement techniques (Kaizen) in food operations 3 3 15
- L/601/2701 UK Principles of sustainability in food operations 3 4 34

Welsh Apprenticeship Pathway

in

Food and Drink Engineering Maintenance

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 3 Pathway Food and Drink Engineering Maintenance is 262 credits (made up of the total on-and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 3: Food and Drink Engineering Maintenance

Qualifications

Participants must achieve the following combined qualification below.

Level 3 - Diploma in Food and Drink Engineering Maintenance					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
City & Guilds	C00/0537/0	250	2495	Combined	English ONLY

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 3: Food and Drink Engineering Maintenance	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	N/A	N/A

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
Level 3: Food and Drink Engineering Maintenance	1250	1641

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 42 months.

Total minimum credit value for the combined competence and knowledge qualification: 250 credits

Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits

Total on and off-the-job training minimum training hours: 2891 learning hours
- Competence = minimum 1145 hours
- Knowledge = minimum 1320 hours
- Essential Skills Wales (notional value 45 hours x 2) = 90 hours
- Induction = 35 hours
- Off-the-job mentoring, training and support activities = 168 hours (at least one hour per week for the duration of the programme)
- Progress review = 28 hours (at least two hours every 3 months for the duration of the programme)
- On the job mentoring = 105 hours

Minimum off-the-job training hours = 1641 training hours
- Knowledge component of - Level 3 Diploma in Food and Drink Engineering Maintenance = 1320 hours
- Induction = 35 hours
- Essential Skills Wales and off- the- job mentoring, training, support and progress reviews = 286 hours

Minimum on-the-job training hours = 1250 training hours
- Competence component of - Level 3 Diploma in Food and Drink Engineering Maintenance = 1145 hours
- On the job mentoring = 105 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number

OTHER ADDITIONAL REQUIREMENTS

There are no additional requirements other than the general entry conditions.

PROGRESSION

Progression from the Apprenticeship in Food and Drink (Food and Drink Engineering Maintenance):

The progression routes include into higher level roles within the food and drink or engineering sectors.

Opportunities for further training and education include:

- Higher National Certificates/Higher National Diplomas in Engineering
- Foundation Degrees in Engineering
- BA Honours Degrees
- Related professional courses

Many career options become available to the Apprentice on successful completion of the pathway.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.
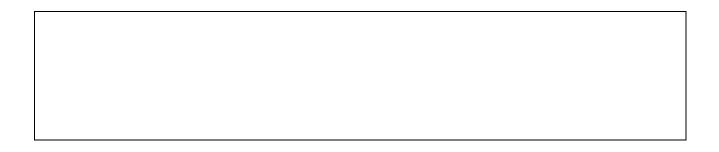

The food and drink industry in Wales is predominantly male, making up over two-thirds (68%) of the workforce; 32% are female. In comparison, a more balanced gender distribution exists across all industries in Wales where 53% are male and 47% are female. Between 2006 and 2011, the male share of the workforce increased by 7% (13,000 to 13,800) whereas the female share of the workforce declined by 4% (6,900 to 6,600). 36% of Welsh food and drink employees fall within the 45 to 54 years age group; 8% are aged 30 to 34; and only 17% are aged 16 to 29 years. The 16 to 29 years age group is considerably smaller than the other UK nations. In comparison, Northern Ireland has 38% of its food and drink workforce in this age group, England has 26% and Scotland has 25%.

Over two-thirds (68%) of the current workforce will be eligible for retirement in the next 20 years. It is notable that 3,500 non-UK nationals are estimated to be working in the Welsh food and drink industry in 2011, an increase of 86% since 2006. (Skills Insights and Labour Market Facts about the Food and Drink Manufacturing and Processing industry in Wales 2013-2014, Improve Limited 2013)

This pathway is an important route to encourage greater diversity within the industry and the following actions are being taken to promote equality and inclusion:
- Ongoing monitoring of data to identify any issues and intervene where necessary
- Promotion of the industry to a diverse audience though our careers website Tasty Careers www.tastycareers.org.uk and Tasty Careers Ambassadors
- Apprenticeship workshops to raise awareness of the benefits of Apprenticeships to employers

All partners involved in the delivery of apprenticeships, including training providers, centres and employers, must be committed to a policy of equal opportunities and must have robust equality and diversity policies and procedures.

EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:
Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1

Level 3: Food and Drink Engineering Maintenance

600/8545/9 / C00/0537/0 - City & Guilds Level 3: Diploma in Food and Drink Engineering Maintenance

https://www.cityandguilds.com/qualifications-and-apprenticeships/engineering/mechanical/1255-food-and-drink-engineering-maintenance#

Structure
To achieve the Level 3 Diploma in Food and Drink Engineering Maintenance learners must
achieve 11 mandatory units 301-311. In addition, learners must achieve the relevant pathway units:

Mechanical pathway units 312-314

Multi-skilled pathway units 315-317

Mandatory
- K/507/9800 301 Food and drink engineering maintenance compliance 70
- M/507/9801 302 Food and drink engineering maintenance best practice 95
- T/507/9802 303 Materials science 70
- A/507/9803 304 Mechanical maintenance in food and drink operations 80
- F/507/9804 305 Producing replacement components for food and drink
- Operations 210
- J/507/9805 306 Fluid power systems for food and drink operations 95
- L/507/9806 307 Welding technologies for food and drink operations 95
- R/507/9807 308 Electrical maintenance in food and drink operations 120
- Y/507/9808 309 Services and utilities within food and drink operations 95
- D/507/9809 310 Thermodynamics 80
- R/507/9810 311 Maths for food and drink engineering maintenance 100

Mandatory Mechanical pathway

- Y/507/9811 312 Monitoring for mechanical maintenance in food and drink operations 70
- D/507/9812 313 Repairing and producing replacement components in food and drink operations 60
- H/507/9813 314 Welding skills for food and drink operations 80

Mandatory Multi-skilled pathway

- K/507/9814 315 Electrical maintenance and testing in food and drink
- operations 145
- T/507/9816 316 Automation in food and drink operations 120
- A/507/9817 317 Understand the requirements of electrical installations
- BS7671 (2015) 40

Total Qualification Time

Total Qualification Time (TQT) is the total amount of time, in hours, expected to be spent by a learner to achieve a qualification. It includes both guided learning hours (which are listed
separately) and hours spent in preparation, study and assessment.

2473-02 603/0355/4 Level 3 Diploma in Food and Drinks Maintenance (Mechanical pathway) GLH 1320   TQT 2495
Level 3 Diploma in Food and Drinks Maintenance (Multi-skilled pathway) GLH 1415   TQT 2560

Assessment - Summary of assessment methods

Candidates must successfully complete the designated assessment for each unit.
There are three assessment methods used for this qualification.

Welsh Apprenticeship Pathway

in

Food Manufacturing Excellence

The content of this Pathway has been agreed by National Skills Academy for Food and Drink (NSAFD). This is the only Apprenticeship Pathway in the Food and Drink sector approved for use in Wales that is eligible for Welsh Government funding.

Contents

LEARNING PROGRAMME CONTENT

The Learning Programme provision shall comprise of three mandatory elements:
- Qualifications,
- Essential Skills
- On/off the job training

The total minimum credit value required for the Level 4 Pathway Food Manufacturing Excellence is 45 credits (made up of the total on-and off-the-job training for all the components).

ENTRY REQUIREMENTS

Examples include:
- Academic routes (e.g. GCSEs, Welsh Baccalaureate)
- By completing vocational qualifications
- Participation on employer placement
- Work experience
- Training

Learners who have completed the Welsh Baccalaureate may have completed units or short courses which will provide underpinning knowledge towards the Apprenticeship. This will be assessed during an initial assessment allowing Recognition of Prior Learning (RPL) where appropriate.

APPRENTICESHIP PATHWAY LEARNING PROGRAMME(S)

Level 4: **Food Manufacturing Excellence**

Qualifications

Participants must achieve the following combined qualification below.

Level 4 - Certificate for Proficiency in Food Manufacturing Excellence					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/0277/7	27	270	Combined	English ONLY

Please see Annex 1 for the relationship between the competence and knowledge units within the combined qualification.

Essential Skills Wales (ESW)

Essential Skills Wales qualifications assessment languages are English-Welsh

Level 4: Food Manufacturing Excellence	Level	Minimum Credit Value
Communication	3	6
Application of Number	3	6
Digital Literacy	3	6

On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours

WGAF06 V3 September 2020

Level 4: Food Manufacturing Excellence	112	296

On/Off the Job Qualification details (Minimum Credit & Hours)

The recommended minimum pathway duration time for completion is 24 months.

Total minimum credit value for the combined competence and knowledge qualification: 27 credits

Essential Skills Wales (ESW) in Communication, Application of Number and Digital Literacy: 18 credits

Total on and off-the-job training minimum training hours: 408 learning hours
- Competence = minimum 52 hours
- Knowledge = minimum 73 hours
- Essential Skills Wales (notional value 45 hours x 3) = 135 hours
- Mentoring, training and support activities 88 weeks x 1 hour/week = 88 hours
- On the job mentoring = 60 hours

Minimum off-the-job training hours = 296 training hours
- Knowledge component of - Level 4 Certificate in Food Manufacturing Excellence = 73 hours
- Essential Skills Wales and off- the- job mentoring hours = 223 hours

Minimum on-the-job training hours = 112 training hours
- Competence component of - Level 4 Certificate in Food Manufacturing Excellence = 52 hours
- On the job mentoring = 60 hours

On/Off the Job Essential Skills details (Minimum Credit & Hours)

- 6 credits / 45 GLH Level 3 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 3 Essential Skills Wales Application of Number
- 6 credits / 45 GLH Level 3 Digital Literacy

OTHER ADDITIONAL REQUIREMENTS

There are no additional requirements other than the general entry conditions.

PROGRESSION

Progression from the Higher Apprenticeship in Food and Drink (Food Manufacturing Excellence):

Examples include:

- Into employment, for example, as a productivity manager, lean manufacturing manager or continuous improvement manager
- Onto a Higher Education qualification;
- Onto a level 5 qualification;
- Development into a sideways career change or higher job role.

Many career options become available to the Apprentice on successful completion of the pathway.

EQUALITY & DIVERSITY

It is important that apprenticeship Pathways are inclusive and can demonstrate an active approach to identifying and removing barriers to entry and progression. Pathways should advance equality of opportunity between persons who share protected characteristics and those persons who do not as identified in the Equality Act 2010.

The Protected characteristics identified in the Equality Act are age, disability, gender re-assignment, race, religion or belief, sex, sexual orientation, pregnancy and maternity. Marriage and civil partnership is also included although only in respect of the requirement to eliminate discrimination in employment.

Training providers and employers MUST also comply with the other duty under the Equality Act 2010 to ensure that applicants are not discriminated against in terms of entry to the industry based upon those nine protected characteristics.

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EMPLOYMENT RESPONSIBILITIES AND RIGHTS (ERR)

Employment Responsibilities and Rights (ERR) is no longer compulsory. But it is recommended that all apprentices (especially the 16 years -18 year group) receive a company induction programme.

RESPONSIBILITIES

It is the responsibility of the Training Provider and Employer to ensure that the requirements of this pathway are delivered in accordance with the Welsh Government Apprenticeships
Guidance.

Further information may be obtained from:

Welsh Government
DfES-ApprenticeshipUnit@gov.wales

Annex 1

Level 4: Food Manufacturing Excellence

501/1656/3 / C00/0277/7 – FDQ Level 4: Certificate for Proficiency in Food Manufacturing Excellence

https://7da7a776-1e16-4993-9921-93024627fb09.filesusr.com/ugd/e9fa80_1335795c76fb4230bd58ee150036f8fb.pdf

Rules of Combination (RoC)

Total credits required for qualification 27

Total Qualification Time (TQT) 270 hours

Group A – Change management Mandatory 20+ credits

Group B – FME knowledge Optional 0-10 credits

Guided Learning Hours Range (min/max) 125-213 hours

Assessment
Occupational skills (OS) units are designed to assess the learner's applied skills required to demonstrate competent performance in the workplace in a defined role. Assessment of this qualification is by learner portfolio of achievement. Evidence of performance can be supplemented by other assessment evidence e.g. witness testimony, work-related questioning, workplace documentation, photographic evidence and professional discussion.

Other assessment methods may be used to assess occupational knowledge (OK) and underpinning knowledge (UK) requirements including e-assessment, multiple-choice examination and assignment. Assessment requirements are set out in individual units of assessment, see exemplar F/601/2954 Principles of continuous improvement techniques

(Kaizen) in food operations.

Assessment requirements are set out in individual units of assessment. Reasonable adjustments apply that allow learner support for oral or other assessment adjustment arrangements to meet learner needs. All assessment activity is subject to internal quality assurance.

FDQ has in place a quality system comprising policies and procedures to ensure its qualifications are developed, delivered and remain fit for purpose. FDQ externally quality assures all centre assessment and internal quality assurance quality and arrangements.
Assessment Occupational skills (OS) units are designed to assess the learner's applied skills required to demonstrate competent performance in the workplace in a defined role. Assessment

Group A Change management
- L/601/9650 OS Direct the implementation of an achieving excellence strategy in food operations 4 4 19
- R/601/9651 OK Understand how to direct the implementation of an achieving excellence strategy in food operations 4 4 32
- Y/601/9652 OS Lead the identification of priorities in achieving excellence in food operations 4 5 36
- D/601/9653 OS Lead the quantification of current performance in achieving excellence in food operations 4 5 36
- H/601/9654 OS Lead the analysis of current performance in achieving excellence in food operations 4 5 36
- K/601/9655 OS Lead the improvement of performance in achieving excellence in food operations 4 5 36
- M/601/9656 OS Lead the control of performance in achieving excellence in food operations 4 5 36
- T/601/9657 OS Develop an achieving excellence strategy in food operations 4 5 26
- A/601/9658 OK Understand how to develop an achieving excellence strategy in food operations 4 5 32
- F/601/9659 OS Secure commitment to an achieving excellence strategy in food operations 4 4 23
- T/601/9660 OK Understand how to secure commitment to an achieving excellence strategy in food operations 4 5 31
- A/601/9661 OS Lead organisational change to sustain excellence in food operations 4 4 28
- F/601/9662 OK Understand how to lead organisational change to sustain excellence in food operations 4 4 26
- J/601/9663 OS Communicate a vision and policy for achieving excellence in food operations 4 5 28
- L/601/9664 OK Understand how to communicate a vision and policy for achieving

excellence in food operations 4 5 32
- R/601/9665 OS Ensure compliance to support achieving excellence in food operations 4 5 28
- Y/601/9666 OK Understand how to ensure compliance to support achieving excellence in food operations 4 5 31
- D/601/9667 OS Develop an achieving excellence culture in food operations 4 5 32
- H/601/9668 OK Understand how to develop an achieving excellence culture in food operations 4 5 30
- K/601/9669 OS Manage risk to control achieving excellence in food operations 4 5 28
- D/601/9670 OK Understand how to manage risk to control achieving excellence in food operations 4 5 32
- K/601/9672 OS Encourage innovation in achieving excellence in food operations 4 5 32
- M/601/9673 OK Understand how to encourage innovation in achieving excellence in food operations 4 5 32
- T/601/9674 OS Develop and manage relationships with external organisations in food operations 4 3 12
- A/601/9675 OK Understand how to develop and manage relationships with external organisations in food operations 4 3 18
- H/600/9609 OS/OK Ensure compliance with legal, regulatory, ethical and social
- requirements 4 5 25
- Y/600/9588 OS/OK Develop and evaluate operational plans for own area of responsibility 5 6 25
- F/601/9676 OS Develop, implement and evaluate quality assurance systems in food operations 4 4 22
- J/601/9677 OK Evaluate and improve quality assurance systems in food operations 4 4 12
- L/601/9678 OS Understand quality assurance systems in food operations 4 4 18
- R/601/9679 OK Assess operations for effectiveness and compliance with food safety standards in operations 4 4 26
- J/601/9680 OS Report on compliance with food safety requirements in operations 4 4 26
- L/601/9681 OK Understand how to report on compliance with food safety requirements in operations 4 4 20
- R/601/9682 OS Develop a strategy to achieve sustainability in food operations 4 4 32

Group B – FME knowledge
- Y/601/9683 UK Principles of food policy and regulation 4 5 36
- D/601/9684 UK Principles of using Information Communication Technology and Management Information Systems in food technology 4 4 23

- H/601/9685 UK Principles of energy efficiency in food operations 4 4 24
- K/601/9686 UK Principles of waste minimisation in food operations 4 4 24
- M/601/9687 UK Principles of efficient water usage in a food environment 4 4 24
- T/601/9688 UK Principles of efficient transport usage in food operations 4 4 24
- A/601/9689 UK Principles of change project management in food operations 4 4 35
- L/602/2001 UK Principles of an achieving excellence strategy in food operations 4 4 24
- M/601/9690 UK Principles of achieving an excellence culture in food operations 4 5 33
- D/601/9944 UK Principles of achieving excellence in food operations 4 4 33
- T/601/9948 UK Principles of quality improvement methodologies in achieving excellence in food operations 4 5 34
- T/601/9951 UK Principles of quality improvement tools and techniques in achieving excellence in food operations 4 5 34
- F/601/9953 UK Principles of defining improvement opportunities in achieving excellence in food operations 4 5 34
- J/601/9954 UK Principles of measuring organisational performance in achieving excellence in food operations 4 5 33
- L/601/9955 UK Principles of analysing current organisational performance in achieving excellence in food operations 4 5 33
- R/601/9956 UK Principles of improving organisational performance in achieving excellence in food operations 4 5 35
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