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**Issuing Authority:** Welsh Government



Llywodraeth Cymru  
Welsh Government

# Welsh Apprenticeship Framework

## In

# Food and Drink

PLEASE SUBMIT all queries to Welsh Government:

[DfES-ApprenticeshipUnit@gov.wales](mailto:DfES-ApprenticeshipUnit@gov.wales)

More Information can be obtained from:

FEAD DfES • Ty Afon  
Bedwas Rd • Bedwas  
Cf838WT

DfES-ApprenticeshipUnit@gov.wales  
Gwefan • website: [www.llyw.cymru](http://www.llyw.cymru)  
[www.gov.wales](http://www.gov.wales)

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## 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

<b>Pathway</b>	<b>Level</b>	<b>Page</b>
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
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## 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

<b>Date:</b>	<b>BY:</b>
Insert revision information	

## Summary of changes made to this Framework

<b>Date:</b>	<b>BY:</b>
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.

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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 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 Advanced Butchery and Meat Processing (Wales)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/4719/9	51	510	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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto: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](http://www.llyw.cymru)  
[www.gov.wales](http://www.gov.wales)

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 \(fdq.org.uk\)](https://www.fdg.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:

<b>Group A Mandatory Unit</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
Principles of knife usage and safety in food processing	2	2	9
<b>Group B – Food Knife Skills (at least 4 Credits from the Butchery and Meat Processing Units)</b>			
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**

Level 3 Diploma for Proficiency in Advanced Butchery and Meat Processing (Wales) C00/4719/9

#### **Butchery and Meat Processing L3 Specification**

[6ac785\\_188adb4737a64fe3bbb9063919bfa883.pdf \(fdq.org.uk\)](https://www.fdq.org.uk/6ac785_188adb4737a64fe3bbb9063919bfa883.pdf)

# 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.

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[Annex 1 – Level 2 Diploma for Proficiency in Baking Industry Skills \(Wales\)](#)

[Annex 2 – Level 3 Diploma for Proficiency in Advanced Baking Industry Skills \(Wales\)](#)

## **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 Diploma for Proficiency in Advanced Baking Industry Skills (Wales)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/4724/0	45	450	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 Baccaulaureate 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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto: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 \(fdq.org.uk\)](https://fdq.org.uk/6ac785_2174f33ee5014fdc870ba676f8e1c3a5.pdf)

## **Annex 2**

### **Level 3: Advanced Baking**

Level 3 Diploma for Proficiency in Advanced Baking Industry Skills (Wales) C00/4724/0

#### **Baking L3 Specification**

[6ac785\\_7d2d1e8c07de4ef79be636a52840341e.pdf \(fdq.org.uk\)](https://fdq.org.uk/6ac785_7d2d1e8c07de4ef79be636a52840341e.pdf)

# 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.

More Information can be obtained from:

FEAD DfES • Ty Afon  
Bedwas Rd • Bedwas  
Cf838WT

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[www.gov.wales](http://www.gov.wales)

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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 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 &amp; 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 and Drink Technical Operations (Wales)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/4719/8	39	390	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: 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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto: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](http://www.llyw.cymru)  
[www.gov.wales](http://www.gov.wales)

## **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 link for qualification specification: [6ac785\\_7e45c3727bef449da29d0eb0432f1458.pdf \(fdq.org.uk\)](https://fdq.org.uk/6ac785_7e45c3727bef449da29d0eb0432f1458.pdf)

### **Annex 2:**

#### **Level 3: Food and Drink Technical Operations**

Level 3 Diploma for Proficiency in Food and Drink Technical Operations (Wales) C00/4719/8

#### **Food and Drink Technical Operations L3 Specification**

[6ac785\\_fe24b03d0f5f46c8a1fc97382bfd06.pdf \(fdq.org.uk\)](https://fdq.org.uk/6ac785_fe24b03d0f5f46c8a1fc97382bfd06.pdf)

# 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.

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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 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
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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)

<p>The recommended minimum pathway duration time for completion is 12 months.</p> <p>Total minimum credit value for the combined competence and knowledge qualification: 37 credits</p> <p>Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits</p> <p><b>Total on and off-the-job training minimum training hours: 276 learning hours</b></p> <ul style="list-style-type: none"> <li>• Competence = minimum 20 hours</li> </ul>
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- 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)

<p>The recommended minimum pathway duration time for completion is 18 months.</p> <p>Total minimum credit value for the combined competence and knowledge qualification: 37 credits</p> <p>Essential Skills Wales (ESW) in Communication and Application of Number: 12 credits</p> <p><b>Total on and off-the-job training minimum training hours: 311 learning hours</b></p> <ul style="list-style-type: none"> <li>• Competence = minimum 41 hours</li> <li>• Knowledge = 69 minimum hours</li> <li>• Essential Skills Wales (notional value 45 hours x 2) = 90 hours</li> <li>• Mentoring, training and support activities 66 weeks x 1 hour/week = 66 hours</li> </ul>
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- 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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto: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

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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 despatch	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



<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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
<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>

IMP3D310	Produce individual packs by hand in food and drink operations	Produce individual packs by hand in food operations	2	3	14
IMP501	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
IMP503	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
IMP505	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
IMP507	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
IMP511	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
IMP711	Finish bake-off products	Finish bake off products	2	3	10
		Understand how to finish bake off products	2	2	12
IMP401	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
IMP405	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

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
IMPISO407	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.

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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

		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
<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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
IMP304	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

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
IMP167	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
IMP113	Monitor and maintain storage conditions in food and drink operations	Monitor and maintain storage conditions in food operations	3	3	14
IMP205	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
IMP111	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
IMPSS104.3K	Principles of clean in place (CIP) in food operations	Principles of clean in place (CIP) in food operations	2	1	8
IMPSS109.2K	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
IMPPF142	Control shellfish depuration production	Control shellfish depuration processing	3	2	15
		Understand how to control shellfish depuration processing	3	3	28
IMPPF156	Monitor frying operations	Monitor oil frying operations	3	3	18
		Understand how to monitor oil frying operations	3	3	21
IMPPF162	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

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Current Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
IMPSP319	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
IMPSP111	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
IMPSP113	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
IMPSP116	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
IMPSP407	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
IMPSP509	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
IMPSP419	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
IMPSP420	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.**

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Current Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Current Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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
IMP5013	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
IMP113	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
IMP203	Maintain, promote and improve environmental good practice in food manufacture	Maintain, promote and improve environmental good practice in food operations	3	2	10
IMP103	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
IMP318	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
IMP116	Carry out testing in food and drink operations	Carry out testing for quality control in food operations	3	3	11
SF2.2	Carry out quality audits	Carry out quality audits	3	3	9
		Understand how to carry out quality audits	3	3	15
IMP115	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
IMP104	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

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Current Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
IMPSP325	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
IMPSP303	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
IMPSP304	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
IMPSP307		Monitor health, safety and environmental systems in food operations	3	2	12

	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
<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Current Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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.

<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Current Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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
<b>NOS Reference</b>	<b>NOS</b>	<b>Mapping to Current Qualification Units</b>	<b>Level</b>	<b>Credit</b>	<b>GLH</b>
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.

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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 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.
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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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto: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
<b>Total credits required for qualification</b>	<b>37</b>
<b>Total Qualification Time (TQT)</b>	<b>370 hours</b>
<b>Group A Mandatory units</b>	Mandatory 22+ credits
<b>Group B units</b>	Mandatory 7+ credits
<b>Guided Learning Hours Range (min-max)</b>	147-267 hours

## List of units

\*NB – references in red L= link to NOS

Unit ref	Unit type	Unit title	Level	Credit	GLH
<b>Group A</b>					
<b>Brewing skills units</b>					
<b>J/601/5161</b> <b>IMPBW201-L</b>	OS	Control transfer of liquid into a tank in brewing	2	3	8
<b>Y/601/4614</b> <b>IMPP022Kv1</b>	OK	Understand how to control processes in food manufacture	2	2	10
<b>R/601/5163</b> <b>IMPBW106</b>	OS	Control fermentation in brewing	2	2	6
<b>D/601/5165</b> <b>IMPBW106-L</b>	OS	Control yeast cropping and storage in brewing	3	2	6
<b>K/601/5167</b> <b>IMPBW106 L</b>	OS	Control yeast selection, treatment and pitching in brewing	3	2	8
<b>Y/601/4631</b> <b>IMPP0210-L</b>	OS	Control temperature reduction in food manufacture	2	3	20
<b>F/601/5174</b> <b>IMPP0209Sv1</b>	OS	Control separation in food manufacture	2	3	20
<b>T/601/5172</b> <b>IMPP0201Sv1</b>	OS	Operate central control systems in food manufacture	2	2	11

<b>A/601/5173</b> <b>IMPPO202K</b>	OK	Understand how to operate central control systems in food manufacture	2	2	10
<b>D/601/5179</b> <b>IMPBW204-L</b>	OS	Monitor and maintain storage systems and procedures in food operations	3	2	10
<b>D/601/5182</b> <b>IMPBW204-L</b>	OK	Understand how to monitor and maintain storage systems and procedures in food operations	3	2	10
<b>Y/601/5178</b> <b>IMPBW209-L</b> <b>IMPBW210_L</b>	OS	Control packaging in food manufacture	2	3	19
<b>L/601/5176</b> <b>IMPBW205</b>	OS	Control bottling in food manufacture	2	3	19
<b>M/601/5168</b> <b>IMPBW207</b>	OS	Control kegging in brewing	2	3	10
<b>T/601/2921</b> <b>IMPEM107</b>	OS	Contribute to the maintenance of plant and equipment in food operations	2	3	30
<b>A/601/2922</b> <b>IMPEM107</b>	OK	Understand how to contribute to the maintenance of plant and equipment in food operations	2	3	20
<b>K/601/5184</b> <b>IMPFD113</b>	OS	Carry out disinfection in food operations	2	2	8
<b>T/601/5186</b> <b>IMPFD113</b>	OK	Understand how to carry out disinfection in food operations	2	2	15
<b>A/601/8297</b> <b>IMPSP309</b>	OS	Produce product packs in food operations	2	3	10
<b>F/601/8298</b> <b>IMPSP309</b>	OK	Understand how to produce product packs in food operations	2	3	25
<b>Support operations units</b>					
<b>A/601/2919</b> <b>IMPFS129-L</b>	OS	Contribute to environmental safety in food operations	2	2	5

<b>M/601/2920</b> <b>IMPFS129-L</b>	OK	Understand how to contribute to environmental safety in food operations	2	2	11
<b>J/601/8299</b> <b>IMPFS103-L</b>	OS	Control hygiene cleaning in food operations	2	3	23
<b>M/601/8300</b> <b>IMPFS103-L</b>	OK	Understand how to control hygiene cleaning in food operations	2	3	28
<b>T/601/8301</b> <b>MPHS105Kv1-L</b>	OS	Lift and handle materials safely in food operations	2	2	10
<b>A/601/8302</b> <b>MPHS105Kv1</b>	OK	Understand how to lift and handle materials safely in food operations	2	2	15
<b>F/601/8303</b> <b>IMPFS139</b>	OS	Monitor food hygiene standards using rapid test methods in operations	2	3	19
<b>J/601/8304</b> <b>IMPFS140</b>	OK	Understand how to monitor food hygiene standards using rapid test methods in operations	2	2	12
<b>D/601/5229</b> <b>IMPISO203</b>	OS	Contribute to maintaining stock security and minimising losses in food operations	2	2	15
<b>L/601/5243</b> <b>IMPISO203</b>	OK	Understand how to contribute to maintaining stock security and minimising losses in food operations	2	2	9
<b>R/601/5244</b> <b>IMPISO306</b>	OS	Control effluent treatment in food operations	2	2	15
<b>Y/601/5245</b> <b>IMPISO306</b>	OK	Understand how to control effluent treatment in food operations	2	3	20
<b>D/601/5246</b> <b>IMPISO306</b>	OK	Understand how to monitor effluent treatment in food operations	2	2	18
<b>H/601/5247</b> <b>IMPISO401</b>	OS	Contribute to the effectiveness of food retail operations	2	2	10
<b>K/601/5248</b> <b>IMPISO401</b>	OK	Understand how to contribute to the effectiveness of food retail operations	2	2	11
<b>L/601/8305</b> <b>IMPISO405</b>	OS	Sell food products in a retail environment	2	2	14
<b>R/601/8306</b> <b>IMPISO405</b>	OK	Understand how to sell food products in a retail environment	2	3	20

<b>Y/601/8307</b> <b>IMPSO409</b>	OS	Display food products in a retail environment	2	3	23
<b>D/601/8308</b> <b>IMPSO409</b>	OK	Understand how to display food products in a retail environment	2	2	10
<b>J/601/5225</b> <b>IMPQI111</b>	OS	Interpret and communicate information and data in food operations	3	3	18
<b>L/601/5226</b> <b>IMPQI111</b>	OK	Understand how to interpret and communicate information and data in food operations	3	3	14
<b>R/601/5227</b> <b>IMPO103</b>	OS	Record and report basic operations in food manufacture	2	1	5
<b>Y/601/5228</b> <b>IMPO103</b>	OK	Understand how to record and report basic operations in food manufacture	2	1	5
<b>H/601/8309</b> <b>IMPP0113</b>	OS	Carry out product changeovers in food manufacture	2	2	11
<b>Y/601/8310</b> <b>IMPP0113</b>	OK	Understand how to carry out product changeovers in food manufacture	2	2	16
<b>Y/601/2944</b> <b>IMPP0125</b>	OS	Contribute to problem diagnosis in food manufacture	2	2	10
<b>D/601/2945</b> <b>IMPP0125</b>	OK	Understand how to contribute to problem diagnosis in food manufacture	2	2	15
<b>H/601/2946</b> <b>IMPP0127</b>	OS	Contribute to problem resolution in food manufacture	2	3	13
<b>K/601/2947</b> <b>IMPP0127</b>	OK	Understand how to contribute to problem resolution in food manufacture	2	2	18
<b>D/601/8311</b> <b>IMPQI113</b>	OS	Carry out sampling for quality control in food operations	3	2	8
<b>H/601/8312</b> <b>IMPQI113</b>	OK	Understand how to carry out sampling for quality control in food operations	3	3	26
<b>Y/601/2927</b> <b>IMPQI201</b>	OS	Organise and improve work activities for achieving excellence in food operations	2	3	13

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

<b>Y/601/2930</b> <b>IMPQI205-L</b>	OK	Understand how to contribute to continuous improvement for achieving excellence in food operations	2	2	12
<b>K/601/8313</b> <b>IMPSO103</b>	OS	Clean in place (CIP) plant and equipment in food operations	2	3	19
<b>M/601/8314</b> <b>IMPSO103</b>	OK	Understand how to prepare for and conduct cleaning in place (CIP) of plant and equipment in food operations	2	2	12
<b>T/601/8315</b> <b>IMPSO103</b>	OK	Understand how to avoid contamination and complete cleaning in place (CIP) of plant and equipment in food operations	2	2	13
<b>A/601/8316</b> <b>IMPP0111</b>	OS	Carry out task hand-over procedures in food manufacture	2	2	10
<b>F/601/8317</b> <b>IMPP0111</b>	OK	Understand how to carry out task hand-over procedures in food manufacture	2	1	7
<b>Group B Knowledge</b>					
<b>J/601/5211</b> <b>IMPBW302-L</b>	UK	Principles of packaging processes in brewing	3	2	12
<b>L/601/5212</b> <b>IMPBW302-L</b>	UK	Principles of packaging in brewing	2	3	8
<b>T/601/5205</b> <b>IMPBW118-L</b>	UK	Principles of the brewing industry and beer production	2	2	11
<b>F/601/5207</b> <b>IMPBW103</b>	UK	Principles of using raw materials in brewing	2	2	8
<b>J/601/5208</b> <b>IMPBW118-L</b>	UK	Principles of brewhouse processes in brewing	2	2	7
<b>F/601/5210</b> <b>IMPFT133K-L</b>	UK	Principles of fermentation in brewing	2	3	8
<b>L/601/5209</b> <b>IMPBW116</b>	UK	Principles of conditioning and filtration in brewing	2	2	7
<b>A/601/5206</b> <b>IMPSO407Sv2-L</b>	UK	Principles of marketing beer	2	1	4

<b>A/601/2953</b> <b>IMPPEM116-L</b>	UK	Principles of improvement in food operations	3	3	16
<b>F/601/2954</b> <b>IMPQI211Kv1</b>	UK	Principles of continuous improvement techniques (Kaizen) in food operations	3	3	15
<b>L/601/2701</b> <b>IMPBG103-L</b>	UK	Principles of sustainability in food operations	3	4	34
<b>R/601/5213</b> <b>IMPFT147</b>	UK	Principles of centrifugation in brewing	2	2	16
<b>Y/601/5214</b> <b>IMPFS307-L</b>	UK	Principles of working in explosion rated areas in brewing	2	1	8
<b>D/601/5215</b> <b>IMPFS120-L</b>	UK	Principles of fruit harvesting, storage and crushing in cider making	2	2	16
<b>H/601/5216</b> <b>IMPEM107-L</b>	UK	Principles of valves and pumps in food manufacture	2	2	16
<b>K/601/5217</b> <b>IMPEM107-L</b>	UK	Principles of plate heat exchangers in food manufacture	2	2	16
<b>M/601/5218</b> <b>IMPEM154K</b>	UK	Principles of instrumentation and control systems in brewing	2	2	16
<b>T/601/5219</b> <b>IMPBW203</b>	UK	Principles of filtration in brewing	2	2	16
<b>K/601/5220</b> <b>IMPDT18-L</b>	UK	Principles of extractions and distillation	2	2	16
<b>M/601/5221</b> <b>IMPFT156K - L</b>	UK	Principles of evaporation in brewing	2	1	8
<b>T/601/5222</b> <b>IMPFS120-L</b>	UK	Principles of cider maturation and blending	2	1	9
<b>A/601/5223</b> <b>IMPDT18-L</b>	UK	Principles of cream liqueur production	2	1	8
<b>F/601/5224</b> <b>IMPFS120-L</b>	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](http://www.llyw.cymru)  
[www.gov.wales](http://www.gov.wales)

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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 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)

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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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto: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.

More Information can be obtained from:

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[Annex 1 – Level 3](#) Diploma for Proficiency in Food Industry Technical Management (Wales)

## **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 Industry Technical Management (Wales)						Level 3 Diploma for Proficiency in Food Industry Technical Management (Wales)
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)	
FDQ	C00/4720/0	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.

## 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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto:DfES-ApprenticeshipUnit@gov.wales)**

## **Annex 1**

### **Level 3: Food Industry Technical Management**

Level 3 Diploma for Proficiency in Food Industry Technical Management (Wales) C00/4720/0

[6ac785\\_587b4cc79d374fc99fd49385053190f7.pdf \(fdq.org.uk\)](https://fdq.org.uk/6ac785_587b4cc79d374fc99fd49385053190f7.pdf)

# 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.

More Information can be obtained from:

FEAD DfES • Ty Afon  
Bedwas Rd • Bedwas  
Cf838WT

DfES-ApprenticeshipUnit@gov.wales  
Gwefan • website: [www.llyw.cymru](http://www.llyw.cymru)  
[www.gov.wales](http://www.gov.wales)

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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 and Drink Engineering Maintenance is 248 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)
FDQ	C00/4839/9	248	2480	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)

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

Total minimum credit value for the combined competence and knowledge qualification:  
248 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)

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- 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.

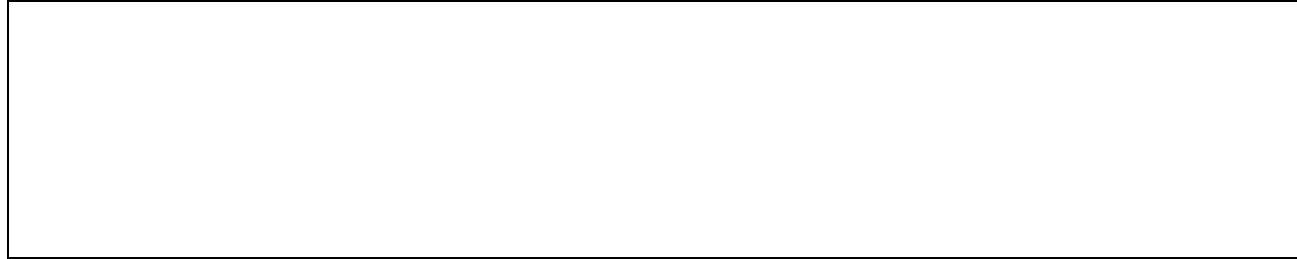
The food and drink industry in Wales is predominantly male, making up over two-thirds (68%) of the workforce; 32% are female. In comparison, a more balanced gender distribution exists across all industries in Wales where 53% are male and 47% are female. Between 2006 and 2011, the male share of the workforce 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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto:DfES-ApprenticeshipUnit@gov.wales)**

## **Annex 1**

### **Level 3: Food and Drink Engineering Maintenance**

**C00/4839/9 - FDQ Level 3: Diploma in Food and Drink Engineering Maintenance**

[6ac785\\_91beeffb21ac4273a1199b027f4659d9.pdf \(fdq.org.uk\)](#)

# **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.

More Information can be obtained from:

FEAD DfES • Ty Afon  
Bedwas Rd • Bedwas  
Cf838WT

DfES-ApprenticeshipUnit@gov.wales  
Gwefan • website: [www.llyw.cymru](http://www.llyw.cymru)  
[www.gov.wales](http://www.gov.wales)

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## Annex 1 – L4 Certificate in Food Manufacturing Excellence

### **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 Diploma for Proficiency in Food Manufacturing Excellence (Wales)					
Awarding Body	Qualification No.	Credit Value	Total Qualification Time	Competence / Knowledge / Combined	Qualification Assessment Language(s)
FDQ	C00/4816/8	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 4: Food Manufacturing Excellence	Level	Minimum Credit Value
Communication	2	6
Application of Number	2	6
Digital Literacy	2	6

## On/Off the Job Training

Pathway	Minimum On the Job Training Hours	Minimum Off the Job Training Hours
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:  
37 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 Diploma 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 Diploma 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 2 Essential Skills Wales Communication
- 6 credits / 45 GLH Level 2 Essential Skills Wales Application of Number
- 6 credits / 45 GLH Level 2 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.

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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 through our careers website Tasty Careers [www.tastycareers.org.uk](http://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](mailto:DfES-ApprenticeshipUnit@gov.wales)**

## **Annex 1**

### **Level 4: Food Manufacturing Excellence**

C00/4816/8– FDQ Level 4 Diploma for Proficiency in Food Manufacturing Excellence (Wales)

[6ac785\\_e18cbe13690a43ab970a8fe65a413293.pdf \(fdq.org.uk\)](https://fdq.org.uk/6ac785_e18cbe13690a43ab970a8fe65a413293.pdf)