

February 2017

# NSAFD briefing

## Food and Drink Manufacturing Apprenticeships

### Consultation on the Transition from SASE Frameworks to New Apprenticeship Standards

This consultation relates to the proposed approach to determining the basis for switching off SASE apprenticeship pathways and frameworks. The NSAFD is seeking input to inform recommendations to the Department for Education.

In a changing landscape it is down to each Issuing Authority to inform the approach for SASE apprenticeship framework switch off. The principles behind this consultation have been agreed by the Federation of Sector Skills and Standards in advance of the consultation. The NSAFD (formerly Improve) seeks to live by our values of integrity and to that extent it is important we are transparent and that we engage with stakeholders prior to making any recommendations.

## Consultation Purpose

The purpose of this consultation is to ensure that:

- Employers and providers are informed of the rationale, approach and proposals being recommended
- Employers are not disadvantaged as a result of the decisions to transition from frameworks to standards
  - Employers, and providers via their employers, can influence these proposals through the consultation process.

## Mechanics

Feedback should be provided outlining:

1. Any general perspective on the proposals & principles
2. Specific issues with individual pathways or frameworks proposals
  - a. These should be accompanied by:
    - i. Information as to why the proposal disadvantages the business
    - ii. If an alternative standard is available why the employer could not use the new standard
    - iii. If no alternative standard is available but the pathway is low volume what is the basis of assuming new, higher take up

**Email responses should be sent to [info@nsafd.co.uk](mailto:info@nsafd.co.uk)**

## Background

The government have set a target to achieve 3m apprenticeship starts during its period of office whilst at the same time encouraging employers to develop new 'higher quality' apprenticeship standards – moving away from old style 'SASE' frameworks.

The NSAFD will support fully the ambitions of the government to transition to the new system ensuring that employers can access their new Apprenticeships and want to ensure the barriers that may stand in the way are removed.

Whilst the NSAFD recovers costs for certificating 'old style' apprenticeships but currently do not gain financially from certificating the new 'standards' based apprenticeships we do not intend to prolong maintaining the 'old style' system unnecessarily.

## Decision making Principles

### 1. Where new standards are available old SASE routes should be turned off

One of the main barriers to adoption of new standards is duplication: whereby an old and a new apprenticeship exist for the same occupations- one as a standard and the other in an old style framework. The old style apprenticeships in our industry are designed at 'job level' rather than 'occupation' and therefore do not offer the same transferability across the industry. They are easier for providers to deliver however and therefore there may be limited incentive for providers to move over to new apprenticeships. We believe it is important to ensure that new standards are taken up and that old style apprenticeships are no longer available to compete with the new ones.

**- Thus the first overriding principle will be that we propose the removal of 'old' apprenticeship pathways when a comparable standard is available.** This essentially means as soon as an apprenticeship standard is published and an assessment plan available we will deem there to be an available alternative and will give notice of the withdrawal of the 'old style' apprenticeship pathway.

## 2. Low volume pathways will be withdrawn

There are a number of pathways where there are very low enrolments per annum. We are proposing that unless there is substantial new demand identified that these routes are recommended to be removed. In the event that future demand is identified then we will maintain this pathway however we will encourage employers to consider developing a new standard to maintain apprenticeships in the specific topic or industry area in the future.

**- The second principle therefore will be that low volume apprenticeship pathways will be discontinued**

## 3. Capacity and Capability to Deliver and Assess

We recognise however that it can take time for providers to be up to speed with the delivery of new standards and therefore no pathways or frameworks will be formally turned off until it can be established that there are providers ready to deliver the new standards. In addition, it is good practice that an end assessment organisation is prepared to assess the new standards before learners are enrolled and as such we will seek assurances from the Dept. for Education that an approved End Assessment Organisation is in situ and has applied to offer end assessment for each new standard before turning off the pathway and eventual framework.

**- The third principle is that no pathway or framework will be turned off until it is established that there is provider capacity to deliver the apprenticeship standard and that there is an end assessment organisation prepared to assess the learners.**

## Food and Drink

The Food and Drink SASE Framework exists at both Level 2 and Level 3 and each one contains a number of pathways representing the different types of industry sector; meat industry, baking industry, fish and shellfish for example and also some general pathways around technical skills and food manufacturing excellence.

Each framework (Level 2 and Level 3) will be switched off once all pathways in each framework are no longer required as either there is an alternative pathway or because annual certifications are below a sustainable level. We have reviewed each pathway and have laid out the alternative routes where these exist either in development or already available.

The key for the tables below are as follows:

| COLOUR | RATIONALE  |
|--------|--|
| Green  | Replacement is available now   |
| Orange | Replacement is in development – awaiting standard or assessment plan |
| Red    | Pathway will be deleted/removed – no alternative standard            |
| Grey   | Future tbc   |

## Level 2 Framework

It is anticipated that the Level 2 Framework will be able to be recommended for withdrawal once the remaining development work has been undertaken on the remaining pathways. Actual timings of withdrawal will depend on the availability of the new standards, capacity and capability for delivery and assessment.

| Pathways for this framework at level 2 |                               |             |                                     |
|--|-------------------------------|-------------|-------------------------------------|
| Pathway 1:                             | Meat and Poultry              | Pathway 7:  | Brewing                             |
| Pathway 2:                             | Baking                        | Pathway 8:  | Dairy                               |
| Pathway 3:                             | Milling                       | Pathway 9:  | Fresh Produce                       |
| Pathway 4:                             | Food Industry Skills          | Pathway 10: | Livestock Market Droving Operations |
| Pathway 5:                             | Food Manufacturing Excellence | Pathway 11: | Food Industry Team Leading          |
| Pathway 6:                             | Fish and Shellfish            |             |                                     |

## Current Status of the Framework and Standard alternatives available

| Apprenticeship Pathway        | 'Replacement' Standard   | Assessment Plan Status | Comments   |
|-------------------------------|--|------------------------|--|
| <b>LEVEL 2</b>                |  |                        |  |
| Meat and Poultry              | Level 2 Butcher  | Yes                    | New version fully available<br><b>Remove</b>   |
| Baking                        | Level 2 Baker  | Due Feb                | Standard published<br><b>Remove when assessment plan signed off</b>  |
| Food Industry Skills          | Level 2 Food & Drink Operator                                    | Yes                    | New version fully available<br><b>Remove</b>   |
| Food Manufacturing Excellence | No - CI embedded into all food standards at Level 2              | N/A                    | There will be no Level 2 CI replacement as EoIs have been unsuccessful<br><b>Remove</b>                              |
| Fish and Shellfish            | Level 2 Fishmonger   | No                     | Standard published<br><b>Remove when assessment plan is signed off</b>   |
| Brewing                       | No brewing specific standard<br>Level 2 Food & Drink Operator    | N/A                    | Insufficient industry interest currently for a replacement<br>Low volume<br>Alternative is Operator<br><b>Remove</b> |
| Dairy                         | No dairy specific standard<br>Level 2 Food & Drink Operator      | N/A                    | Insufficient industry interest currently for a replacement<br>Low volume<br>Alternative is Operator<br><b>Remove</b> |
| Fresh Produce                 | Level 2 Food & Drink Operator<br>Level 2/3 Retail Team Leader    | Yes                    | Currently no EoIs and no ambition expressed from industry for development<br><b>Remove</b>                           |
| Food Industry Team Leading    | No Level 2 Leadership standards<br>Level 2 Food & Drink Operator | N/A                    | No demand<br><b>Remove</b>   |
| Milling                       | No milling specific standards                                    | N/A                    | No demand<br><b>Remove</b>   |
| Livestock Droving             | No livestock specific standards                                  | N/A                    | No demand<br><b>Remove</b>   |

## Level 3 Framework

There are fewer pathways in the level 3 framework however there is more work in progress being undertaken so potentially a greater need to complete these before any final closing of the full apprenticeship framework. There are two high volume pathways however that should be transferred to new standards.

| Pathways for this framework at level 3 |   |
|--|---|
| Pathway 1:                             | Meat and Poultry                              |
| Pathway 2:                             | Baking  |
| Pathway 3:                             | Food Industry Skills and Technical Management |
| Pathway 4:                             | Food Manufacturing Excellence                 |
| Pathway 5:                             | Fresh Produce                                 |
| Pathway 6:                             | Fish and Shellfish                            |

## Current Status of the Framework and Standard alternatives available

| Apprenticeship Pathway                      | 'Replacement' Standard  | Assessment Plan Status | Comments  |
|---|---|------------------------|---|
| <b>LEVEL 3</b>                              |   |                        |   |
| Meat and Poultry                            | Level 3 Advanced Butcher  | Yes                    | This standard has been live for a few months<br><b>Remove</b>   |
| Baking                                      | Level 3 Advanced Baker  | No                     | Assessment plan still being developed<br><b>Remove when developed</b>   |
| Food Industry Skills & Technical Management | Level 3 Advanced Food & Drink Process Operator<br>Level 3 Team Leader/Supervisor<br>Level 3 Food Technologist | Yes                    | Leadership standard is covered by Level 3 Team Leader<br>Food Technical is covered by Food Technologist<br>Other areas covered by Advanced Food Process Operator<br><b>Remove</b> |
| Food Manufacturing Excellence               | Continuous Improvement Technician (EoI due to be submitted)   | No                     | CI standard in development<br><b>Hold until future clear</b>  |
| Fresh Produce                               | Level 3 Food & Drink Operator<br>No need to develop a food retail version to support supermarkets             | Yes/No                 | No volumes<br><b>Remove</b>   |
| Fish and Shellfish                          | Level 3 Advanced Food & Drink Process Operator  | Yes                    | Seafood industries not yet clear on ambition for Level 3<br><b>Hold until clear</b>   |