



Innovation and Skills Development in the
Agri Food Sector
Professor Sharon Green

Key questions

- Do employers use apprentices to address skills issues?
- Are there infrastructural issues relating to the availability of apprenticeships that are creating barriers?
- To what extent employers support the new policy of apprenticeships in England?



Apprenticeships -like a cream egg!



Education & Skills
Funding Agency



Office for
Students



Ofs



NCFM Career paths and Apprenticeship offer

Level	Roles and Career Paths - NCFM				In partnership with School of Engineering
Career Paths	Technical, Quality Management & NPD	Manufacturing & Operations Management	Food Operations & Supply Chain Management	Agri-Produce & Supply Chain	Food Engineering
7 Senior Leader Master's Level Degree Apprenticeship	SENIOR LEADER MASTER'S DEGREE APPRENTICESHIP MSc in Strategic Leadership for the Food & Drink Industry (Operations & Supply Chain Management) Or (Technical Management)				
6 Degree Apprenticeship BSc (Hons)	FOOD INDUSTRY TECHNICAL PROFESSIONAL DEGREE APPRENTICESHIP BSc (Hons) Food Science & Technology	MANUFACTURING MANAGER DEGREE APPRENTICESHIP BSc (Hons) Food & Drink Operations & Manufacturing Management	MANUFACTURING MANAGER DEGREE APPRENTICESHIP BSc (Hons) Food Operations & Supply Chain Management	MANUFACTURING MANAGER DEGREE APPRENTICESHIP BSc (Hons) Agri-Produce & Supply Chain Management	FOOD & DRINK ADVANCED ENGINEER DEGREE APPRENTICESHIP BEng (Hons) Food Engineering
5 Higher Apprenticeship Introduction to Higher Education	OPERATIONS / DEPARTMENTAL MANAGER Certificate in Higher Education in Food and Drink Manufacturing (Quality & Technical Management)	OPERATIONS / DEPARTMENTAL MANAGER Certificate in Higher Education in Food and Drink Manufacturing & Operations Management (Manufacturing & Operations)	OPERATIONS / DEPARTMENTAL MANAGER Certificate in Higher Education in Food and Drink Manufacturing (Operations & Supply Chain Management)	OPERATIONS / DEPARTMENTAL MANAGER Certificate in Higher Education in Food and Drink Manufacturing (Agri-Produce)	FOOD & DRINK ENGINEER Foundation Degree in Food Engineering
3 / 2 Apprenticeship / Advanced Apprenticeship	FOOD TECHNOLOGIST Level 3 Diploma in Food Technology	FOOD & DRINK PROCESS OPERATOR / ADVANCED OPERATOR Level 2 or 3 Diploma in Food & Drink Operations	SUPPLY CHAIN PRACTITIONER (FMCG) Level 3 Diploma in Supply Chain Practice (FMCG)	LEARNING & DEVELOPMENT PRACTITIONER Level 3 Diploma in Learning & Development Practice or TEAM LEADER Level 3 Diploma for Managers	FOOD & DRINK MAINTENANCE ENGINEER (with FE partners)

Maths, English and Foundation Level Qualifications



What's the national picture?

- Apprenticeship numbers have fallen
- Employers don't understand
- The health sector is the most popular
- More women start apprenticeships than men
- Male apprentices earn more
- Apprenticeship achievements are up
- More apprentices accessing Higher Education





Where are we now?

- 687 standards from level 2 to 7 listed, 169 in development or proposed – funding caps
- Level 8 - Clinical academic professional and technical specialist in nuclear engineering, science and technology
- 94,000 fewer people were participating in an apprenticeship in 2017/18 than in 2016/17
- In 2017/18, 814,800 apprenticeship (England), 375,800 starts and 276,200 achievements.

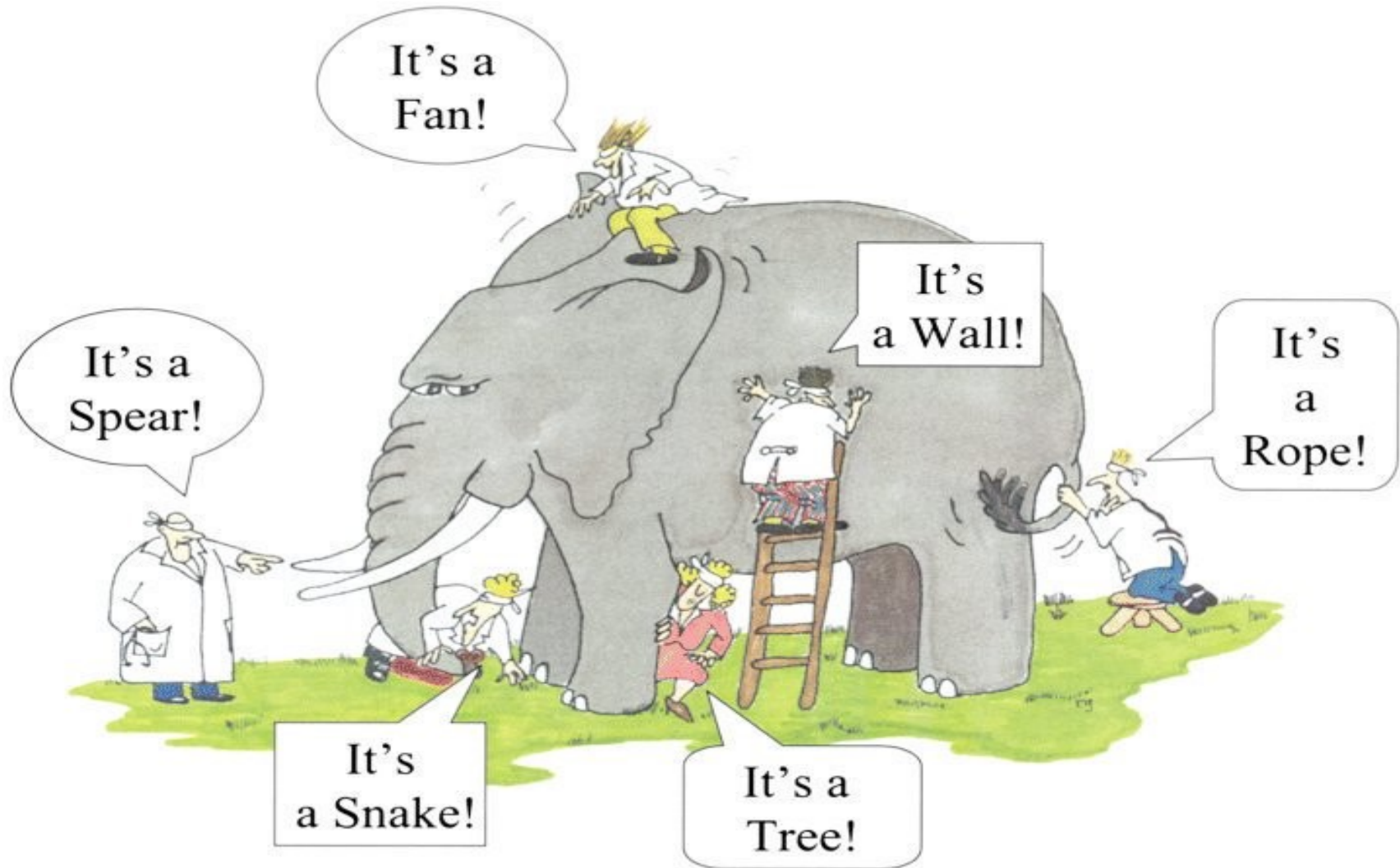


NSA Food and Drink Study 2019

	Farming	Manufacture	Retail	Hospitality
Standards	Standards still not ready and delays still happening.	Virtually full set of standards (14+).	All major standards completed – only a couple remaining.	All major standards completed – only a couple remaining.
Funding Rates	Generally acceptable.	Generally ok but concerns for the newer ones.	Generally acceptable.	Generally acceptable.
EPA Organisations	Not needed yet but expectation of having a good supply.	EPA in place.	EPA in place Good selection reflecting volume.	EPA in place. Good selection reflecting volume.
Providers	Differing views. Current colleges less proactive and limited commercial delivery.	Wide range of providers for some standards but limited availability for others. Lack of food industry expertise in engineering and lack of food science delivery.	Larger players well catered for although some disruption to the market. Concerns over SME access.	Larger players well catered for.



Challenges



Employer concerns

- The sheer scale of payment
- The perceived relevance of apprenticeships to deliver
- The skills required by the business
- The additional costs involved especially with recruitment
- The devolved nations issue
- 20% backfill costs



Risky business



- For providers...
- Concerns range from a lack of standard uptake resulting in geographical wastelands, to selling of easier-to-deliver standards, irrespective of their suitability
- Employers are often not always well enough informed and succumb to lowest common denominator apprenticeship standards



The future

