



# POULTRY

## Apprenticeships 2018

New Apprenticeship Standards: **A guide for industry**

*New apprenticeship standards in poultry agriculture are being launched, to help business bring people into the sector and continue to develop and support the existing workforce.*



*"The new apprenticeship standards will help position us as a responsible food sector that is fit for the future and demonstrate how we are playing a vital role in shaping the future of young people. Recruiting, training and retaining high-calibre talent will not only take our sector from strength to strength but will also bolster the heart of Britain's food supply and secure it for generations to come."*

Richard Griffiths, Chief Executive, British Poultry Council

Building on a strong track record of nurturing talent and creating fulfilling careers, the British poultry industry is launching standards for poultry workers and farm and hatchery management in 2018.

The new apprenticeship standards will help people learn new skills and benefit from a range of progression opportunities, while also enabling employers to create a pipeline of skilled workers that match the investment in innovation and technology in the British Poultry Agriculture Sector.



## What's changed?

Following a major government review of Apprenticeships and introduction of the Apprentice Levy, the poultry industry decided to strengthen the existing Poultry Passport scheme by creating new Apprenticeship Standards for Poultry Agriculture and utilise the levy funding.

### Payroll of more than £3m

### Payroll of less than £3m

#### Paying for the Apprenticeship

You will contribute 0.5% of your annual salary bill to your levy account. The Government will add a 10% contribution to your account.

You will contribute 10% of the agreed cost of the Apprenticeship and the Government will contribute 90%.

A key motivation behind the new standards is to ensure Poultry Agriculture develops the skills needed for the future of the sector while building on poultry passport. A further driver is offering attractive careers to existing workers and new entrants, particularly school leavers, ensuring standards are available across the poultry agriculture supply chain and different avian species.

The new Poultry Apprenticeship Standards are much more rigorous than just passing exams and place greater emphasis on all-round development and performance in the workplace. Apprentices will be able to complete a work based diploma, and a rigorous end-point assessment which

considers skills, knowledge and behaviours to ensure apprentices are fully trained, skilled and ready to excel in their careers.

Alongside Poultry Agriculture, Apprenticeship Standards are also being developed across the food supply chain, from Engineering, Processing to Butchery and Food Science to build future skills and improve productivity across the UK food sector - a key engine of growth for the UK economy in Agriculture and Manufacturing.





# What are the different poultry apprenticeship standards and who developed them?

Two new apprenticeship standards have been developed for poultry agriculture:

**Poultry Worker**  
Standard has been designed for **Poultry Stockpersons** and **Hatchery Operatives**

**Poultry Technician**  
Standard has been designed for **Poultry Farm Managers** and **Hatchery Managers**

Find out more: [poultrypassport.org](http://poultrypassport.org)

The new apprenticeship standards were developed by a trailblazer group of poultry and egg producing businesses with backgrounds in chicken, turkey and duck including large and small producers to ensure full representation. The group was supported by the BPC, NFU, Poultec and Lantra.

These four partners form **British Poultry Training**, an alliance that has delivered the Poultry Passport scheme for 10 years and is committed to ensuring that skill development in the Poultry Agriculture sector is fit for the future, meets government requirements and is eligible for levy funding.

*"Our vision for the new model of Poultry Apprenticeships is one which delivers tangible skills and mentoring in the workplace, leads to a return on investment for the employer and provides full competence for the apprentice. Through the new Apprenticeship Standards, poultry businesses will be able to review and put in place training plans to develop their whole workforce, effectively grow their skills base and offer great apprenticeship opportunities to Britain's school leavers."*

Andrew Brodie, Chair, British Poultry Training



## What is British Poultry Training?

British Poultry Training is an alliance of four partners, BPC, NFU, Lantra and Poultec that for 10 years has developed minimum standards in the Poultry Agriculture Sector for workers and managers through the Poultry Passport Scheme.

## Do these standards replace Poultry Passport?

No. These standards sit within the Poultry Passport scheme and build on the existing opportunity for vocational development and add rigorous assessment to achieve standards that prepare apprentices for the future challenges of our sector.

## Why should I employ an apprentice? Is it expensive?

Apprentices represent new talent that can help you 'grow your own' workforce, achieve your business goals and help reduce skills shortages. An apprentice can be any new or existing worker of any age. Employing an apprentice is one of the most cost-effective ways of recruiting talent as apprentices learn while working on the job and you get to utilise the Apprenticeship Levy to fund the cost of learning.

## What is the Apprenticeship Levy?

As part of Government's initiative to fund three million new apprenticeships by 2020, the Apprenticeship Levy replaces taxpayer funding of apprenticeships for businesses. From April 2017, any employer with a payroll above £3m is liable to pay the levy of 0.5% of their wage bill through PAYE. This levy is held in a virtual account that businesses can spend on skills training aligned to the newly approved Apprenticeship Standards.

## How do I use the levy?

Employers in England can reclaim their Apprenticeship Levy contributions to pay accredited training providers and train apprentices based on the newly approved apprenticeship standards – like the Poultry Agriculture standards. Any unspent funds in an employer's levy account expire after 24 months.

## I don't pay the levy – what can I do?

Employers can access funding for training their apprentices in the above standards regardless of whether they have contributed to the levy or not. Smaller employers will be able to access the funding without paying the levy. In such cases, the government will pay 90% of the cost of the training and the employer will pay the remaining 10%.

## Who sets the cost of the training?

All employers must choose one of the accredited training providers and negotiate the cost of the training. Government sets a funding cap on each apprenticeship standard. This is the upper limit to which Government funding can be used to pay for an apprentice's training. The proposed funding cap for the Poultry Worker Standard is £4000 with a further £1000 available for the End Point Assessment.

## Are the new standards only available in England?

Yes, the new Apprenticeship Standards are applicable to only those working in England. The existing Poultry NVQ Level 2 and 3 standards will carry on being implemented in Wales, Scotland and Northern Ireland because skills policy and the delivery of apprenticeships remains a devolved matter.

## How do I find out more?

Visit [www.poultrypassport.org](http://www.poultrypassport.org) to find out more.



*"The poultry sector is an incredibly rewarding, innovative sector that can offer the next generation a fantastic career. These new apprenticeship standards can play a huge role in attracting new talent to our sector, and allow us to develop our skills. Apprenticeships offer farmers an excellent way to recruit new people and develop their skills, and ensure farm businesses can continue to be productive, profitable and progressive."*

Thomas Wornham, Chairmam, NFU Poultry Board



Poultry Apprentices

[poultrypassport.org](http://poultrypassport.org)

