



NFDT Apprenticeship Q+A

- **I'm looking for an Apprenticeship training programme for my business, what's available?**

NFDT runs Apprenticeship Standard programmes in Baker (L2), Food & Drink Process Operator (L2), Lead Baker (L3) and Team Leader supervisor (L3).

<https://nfdt.org/apprenticeship-programmes-england/food-and-drink-operations-eng>

- **What are Standards?**

Apprenticeship standards define the skills, knowledge, and behaviors that an apprentice must learn by the end of their apprenticeship. These standards are occupation-focused and have been developed by **bakers' groups known as 'trailblazers' to ensure they meet the needs of the bakery sector.** They serve as a framework for the learning and assessment process throughout the apprenticeship.

- **What does the baker standard consist of?**

A range of Duties, skills and behaviours that are **trained and assessed** using FDQ's Diploma in Bakery qualification against a Core range of Industry requirements within the mandated Baker Standard (EPA):

- Craft Baker (L2).
- Plant Baker (L2).
- Retail Baker (Instore) (L2).
- Dependent on age Functional Skills in English & Maths may form part of the Apprenticeship.

- **Are these Apprenticeship Standards Funded?**

Yes, they are funded via your employer's levy (more information via NFDT website).

<https://nfdt.org/funding.php>

- **How Do I access levy funding?**

You can access funding via a Digital Services Account (DSA) with the Department for Education (DfE) even if you don't pay the levy. You will need to set an account up though (you can also advertise an Apprentice vacancy via your digital account).

[Create an apprenticeship service account](#)

- **Levy Funding**

Pays for the Apprenticeship standard programme only and not wage costs.

- **So, what will this programme cost my business?**

The programme will involve the business mentoring each apprentice and supporting their learner journey. They need to be released during normal working hours to undertake specific learning & development tasks that will enhance their knowledge, skills and behaviours for a minimum of 6 hours per week. This will be the cost borne by you the employer. This 6-hour period can be rolled up and incorporates training practice in a different area from where the apprentice normally works, this also includes practical demonstrations and training that NFDT provide in preparation for EPA.

- **Apprenticeship Standard Eligibility**

Apprentices can be **of any age** there are no restrictions and no entry requirements.

- **How long does the Apprenticeship Programme take?**

Baker Standard – 18 months.

Food & Drink Process Operator – 12 months.

Team Leader Supervisor – 15 months.

Lead Baker – 24 months.

- **How do I as an employer support an Apprentice**

Employers must commit to the Apprenticeship Standard programme responsibilities, timescales and DfE requirements.

Apprentices must be allowed 6 hours per week off the job learning time

Monthly onsite visits are planned and agreed to support learning.

Apprentices must be paid a “fair wage”.

They must be allowed to follow the duties and produce all products associated with End Point Assessment.

- **What is End Point Assessment (EPA)?**

End Point Assessment (EPA) is the final stage of an apprenticeship (EPA applies to all apprenticeships). Providing the apprentice with an opportunity to demonstrate and be assessed on the knowledge, skills and behaviours acquired to complete their apprenticeship successfully. The assessment is independent of any learning, development or assessment and it is carried out by an approved End Point Assessment Organisation (EPAO).

- **What certification do Apprentices gain from the baker standard?**

FDQ level 2 Diploma in Bakery (Pass, Merit, Distinction)

Institute for Apprenticeships & Technical Education (IFATE) Certification

- **So how do I get started?**

Set up a Digital service account linked to your business, search for the right apprenticeship, choose a training provider, NFDT's reference number is

10023808. Once you choose NFDT we will receive a notification of Interest from your account which we will then contact you with to discuss funding and apprentice information.

- **Next Steps**

NFDT will call to discuss your requirements and talk through the programme, then arrange a site visit where we will walk your facility to ensure Apprenticeship standards (in particular EPA) can be met.

- **Congratulations, here's how you will Benefit from your Investment**

Increased productivity, reduced waste, Root Cause/Fault Finding capabilities increased, staff sickness reduced, staff autonomy and business knowledge increased, staff feel invested in, business sustainability for the future.

- The following links detail the standards required to be met at EPA and the roles and responsibilities of all parties required for learners to achieve.

[st0199_food-and-drink-process-operator_l2_epa_for-publicationem.pdf](#)

[st0191_baker_l2_for-publication_ap_2sept20em.pdf](#)

[Lead baker / Skills England](#)

[Team leader / Skills England](#)

For any further information please contact info@nfdt.org