

Butchery

Apprenticeship Level 2

Butchery is one of the oldest crafts in the world, and is often where innovation meets tradition to create an industry full of character and camaraderie that plays a critical role in our social and economic future. Butchery needs young talent to learn the skills and craft of the trade, but it can be difficult to attract young people into the industry. An apprenticeship with the support of the College is a smart, cost-effective way to recruit and train a new butcher or to upskill your existing staff.

This new apprenticeship, developed by those in the industry, offers core units and two pathways: Retail Butchers and Process Butchers. By the end of the programme, your apprentice will be a fully skilled member of your team.

Key Areas of Study

Your apprentice will cover essential knowledge, skills and behaviours on their programme. The full menu of options for what can be covered is outlined below, and you can select the areas of most importance for your organisation.

Quick Information:

New Apprenticeship Standard designed by employers for employers

Sector:

Catering and Hospitality

Who is it for?

New recruits and existing staff

Start date:

Flexible to suit employers

Level:

Level 2

Duration:

Minimum 18 months

How does it work?

Delivered in your workplace with one-to-one training and tutor visits every 6 weeks

Content:

2 pathways and a menu of options that can be tailored to your business

Assessment:

Practical

Qualification:

Butchery Apprenticeship

Additional Qualifications:

Level 2 Food Safety Award, Level 2 Health & Safety in the Food Supply Chain Award and Level 2 Knife Skills Award; following successful completion of the apprenticeship, apprentices will be recognised by the Institute of Meat



Knowledge

- The development of the meat sector leading up to the modern day, including its values, culture, traditions and connection to membership bodies and professional institutions
- The principles of butchery; including the selection, procurement, provenance and handling of livestock leading to welfare and associated lairage and slaughter practices, including Halal and Kosher
- The principles of waste minimisation, saleable yield and predictive costing methods
- The meat and poultry marketplace including the supply chain/traceability functions and key legislative and enforcement agencies that regulate the retail and/or process environments
- The principles of meat and poultry species including knowledge associated with carcass by-products, primal, joints and muscles
- The various craft and knife skills used for cutting, boning, trimming and mincing of meat including the use of relevant mechanical equipment as required
- Cold storage, stock control and safe movement of meat and/or poultry in the butchery environment
- Stock control, product pricing, quality assurance and meeting the expectations of customers &/or contractors
- Health and food safety, including hygiene both in personal terms and as part of the wider food sales/production environment
- Methods for weighing products, controlling temperature, wrapping, sealing, packing, labelling and stock control of meat and poultry products for wholesale or retail sale
- Employment, rights and responsibilities, including equality, team working practices and the importance of continuous personal development

Skills

- Prove full awareness of and adherence to health and safety regulations and/or additional requirements that may apply to their employer's food business
- Carry out a range of primary and secondary butchery skills involving the use of steak and boning knives, hand saws, cleavers, banding needles and other relevant hand tools used in the process of primal cutting, boning, slicing, dicing, rolling, trimming and filleting as used in their employers business
- Produce meat and/or poultry products (as required) such as sausages/pies made to the specifications of customers or for sale to the public
- Use machinery (as permitted) and other relevant cutting equipment, including the ability to sharpen knives
- Apply hand/eye co-ordination along with physical agility and manual handling of carcasses through the manufacturing/butchery process
- Adhere to the legislative regulations that apply in the food industry plus the organisational policies and standard operating procedures that apply within the employer's business
- Display the ability to work in a team and individually as required in a busy environment with predetermined deadlines and productivity targets
- Support workforce development; sharing their own knowledge and experience in order to assist new recruits and/or inexperienced colleagues
- Communicate effectively with customers, suppliers and colleagues displaying the excellent interpersonal skills required to perform the role to the required standard

Behaviours

- Take appropriate personal operational responsibility for both health and food safety; apply safe working practices when using knives, hazardous tools and/or related equipment
- Display a willingness to learn, solve problems and acquire new skills that will be applied in the working environment
- Be punctual, reliable, diligent and respectful towards customers, peers and colleagues at all times
- Show attention to detail, carrying out duties in a diligent way and taking account of efficiencies and understanding how these support the profitability of the business
- Maintain the vision and ethos of the business, including performance levels whilst taking pride in work and fostering positive relationships with customers and colleagues

Depending on your business, whether **retail or meat processing**, your apprentice will also learn to demonstrate specialist knowledge in the following areas:

Retail Butchers must be able to:

- Communicate enthusiastically and with personality to customers offering excellent service
- Advise domestic and commercial customers on the preparation and cooking of red & white meat products
- Produce a minimum of three meat and poultry products from the following range including joints, portions, cooked and hot products, sausages, burgers, pasties, curing, smoking, air drying and value-added products
- Plan and prepare for seasonal supply and demand (availability) of meat products ensuring best practice in the merchandising and promotion of seasonal foods
- Understand the counter sales environment, including cash administration, retail display, stock replenishment systems, including on-line services

Process Butchers must be able to:

- Produce meat to the specific volume, size and weight to meet the needs of national/local consumers and customers in a timely and accurate fashion
- Know and understand the need for traceability in the procurement and supply of meat
- Know and understand their role in the audit and inspection process
- Estimate saleable yield and predictive costing methods as required for customers

Training, Tutoring and Assessment

The whole programme takes a minimum of 18 months to complete, at which point your apprentice can start their final assessment. The pace at which the apprentice progresses will be driven by you and the apprentice. We will work closely with you to plan and deliver appropriate support and training. Your apprentice will mainly learn on the job, but training in the workplace and one-to-one tutoring are a key part of the new apprenticeship standards, not just assessment, with more time on tutoring as part of the 20% off-the-job training.

We will carry out joint reviews with you at regular intervals to discuss progress. You can use your normal performance management processes to monitor the progress of the apprentice, provide feedback and guide development.

Your apprentice will be expected to keep a butchery training log book to track their learning and development throughout the apprenticeship. A standardised version of this log book will be available from the Institute of Meat; however, you are also free to devise your own.

During the early weeks of the programme, we will work with you and the apprentice to schedule for the start and completion of the following courses:

- Level 2 Award Food Safety
- Level 2 Award in Health and Safety in the Food Supply Chain Business
- Level 2 in Knife Skills for Food Processing

End Point Assessment

In conjunction with the College, you will be asked to formally sign-off that the apprentice has met the minimum requirements for knowledge, skills and behaviours within the apprenticeship standard and confirm they are ready to move on to the end assessment. The final assessment is split into two stages:

Stage 1: Submission of the logbook to check achievement of pre-requisite qualifications and to inform the vocational discussion

- Stage 2:**
- **Multiple Choice Test:** A 90 minute test made up of 60 questions, designed to ensure your apprentice understands the knowledge, skills and behaviours defined above.
 - **Practical Skills Assessment:** A timed 60 minute assessment requiring candidates to perform common and everyday tasks required of them in their working environment.
 - **Vocational Competence Discussion:** Over the course of 30 minutes the examiner will assess the candidate's knowledge, skills and behaviours as shown above; this will be informed by the log book using questions from a structured question bank.

For more information on the assessment for Butchery Apprenticeship please see the full assessment plan in the Apprenticeship Standard documentation. We will arrange the End Point Assessment.

Apprenticeship Entry Requirements

Apprentices without Level 2 English and Maths will need to achieve Level 1 and take the tests for Level 2, prior to taking the final assessment. If tuition is required then the College will provide this.

Future / Other Opportunities

Future opportunities to develop your career may be taken through a Level 3 apprenticeship and subsequently a degree apprenticeship.

More Information

To find out more about the opportunities and financing of apprenticeships and to discuss your particular requirements, please email employer@sheffcol.ac.uk or call **0114 260 2600** to speak to one of our friendly employer advisors.

Why choose The Sheffield College?

As one of the region's largest providers of apprenticeships, The Sheffield College is more than just your local provider; we deliver the dedicated support you need to source, train and get the best out of your apprentice.

We appreciate how difficult and time consuming it can be to recruit staff. That's why when you recruit an apprentice with us we will advertise the vacancy, engage your candidates and even pre-screen them to make the process as easy as possible for you.

We help you get the best deal by finding the right funding and we handle the paperwork to make the process of arranging an apprenticeship training programme as smooth as possible. Our employer partnership team, apprenticeship tutors and assessment staff are experts, and we invest time and money in training and upskilling them regularly so their knowledge is up-to-date and industry standard. At The Sheffield College we go above and beyond; we know that every business is different and we help to develop apprentices who will meet the needs of your business.

Get In Touch

Email:

employer@sheffcol.ac.uk

Call:

0114 260 2600

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