



Trailblazer Apprenticeship

The Paper Industry Information Guide



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CPI, in association with Unite the Union, is proud to announce the launch of a brand new Advanced Apprenticeship in Papermaking.

Introduction

The UK Paper Industry is facing a serious challenge. In the next few years, long serving skilled papermakers will leave the industry taking with them experience, technical knowledge, expertise and skill. **Unless we take action now this will have a significant impact on the industry's future.**

The Government's Trailblazer Apprenticeship Programme, has enabled a group of committed paper mills across the UK to develop a new apprenticeship standard in papermaking. The programme was given official approval in 2016. The standard is ready to launch and for the industry to commit support to the programme through recruitment of suitable apprentices onto the scheme in 2017.

Papermaking Apprenticeship Standard

The Papermaking Apprenticeship Standard will operate as the professional standard for people working as Papermakers at Level 3 across the sector. The Government has allocated a level of funding to the Papermaking Apprenticeship Programme which currently is £6,000 per apprenticeship, with an additional £1,800 for apprentices under 18 years and a completion payment of £900 for all apprentices.

Entry requirements will be subject to individual paper mills. Ideally, candidates will have GCSEs (or equivalent) at A*- C including a minimum of Mathematics, English, ITC and possibly a relevant science.

All apprentices will be required to achieve a Level 2 NVQ Diploma in Performing Engineering operations as a prerequisite to taking the end point assessment process.

On completion of a Papermaking Apprenticeship, the person will meet the requirements of the standard in terms of skill, knowledge and behaviours, both in practice and theory. Individuals will be recognised



as competent to perform in the role of a papermaker across the sector with respect to:

- Communication
- Health, Safety and Environment
- Quality and Testing
- Stock Preparation (Virgin and Recovered Fibres)
- Stock Approach and Wet End Chemistry
- Sheet Forming Systems
- Press and Drying Section
- Coatings and Calendering
- Reel up and Slitting
- Engineering
- Business Improvement Techniques including Continuous Improvement

Further details for each of the above subjects are in the Trailblazer Standard.

Assessment Methods

Means of assessment will be through knowledge test, practical achievement and portfolio evidence, including professional discussion and interview.

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3 Year Apprenticeship Delivery Programme

An example of the timescale and subjects is detailed below. The key point is that the individual is assessed as competent in the key areas.

First Year	Second Year	Third Year
Level 2 NVQ Diploma in Performing Engineering Operations (Mandatory) Location - Completed at local colleges or assessment centres by an accredited training provider. Competence – Portfolio and independent assessment.	Level 2 Technical Papermaking Knowledge (Industry Recommended) Location – Workplace Locations. Competence – Knowledge questions validated by an assessment body Optional – Level 2 Certification	Level 3 Technical Papermaking Knowledge (Industry Recommended) Location – Workplace Locations. Competence - Knowledge questions validated by an assessment body. Optional- Level 3 Certification Level 3 assessment will be part of the End Point Assessment.
Business Improvement Techniques (Industry Recommended) Completed at a centrally located workplace by an accredited training provider		
End Point Assessment (Mandatory) One day to include: <ul style="list-style-type: none">• Knowledge tests.• Synoptic practical.• Portfolio review including• Interview / discussion.		

Lead Provider

Gen2 have been chosen by the trailblazer working group as the lead training provider for the Papermaking Apprenticeship Programme, and they will be responsible for:

- Delivery of the standard
- Liaising with the employer to design a 'company specific' delivery model
- Developing the individual apprentice's learning plan
- Reviewing, monitoring and supporting the apprentices
- Arrangements with course tutors and colleges
- Preparations for the end point assessments
- Drawing down funds

Compulsory Apprenticeship Levy

From 6 April 2017, and irrespective of whether or not you take on apprentices, a new apprenticeship levy will be imposed on employers. The levy will apply to all UK employers, in both the private and public sectors, if your total payroll bill exceeds £2.8 million in the previous tax year or is expected to reach £3 million in the current tax year.

The levy, payable to HMRC in May 2017 as part of the PAYE payment, will be charged at a rate of 0.5% of an employer's payroll bill.

To offset some of the levy payment, employers will have a fixed annual levy allowance of £15,000. This allowance can be used towards recruiting apprentices or **further developing the skills of existing employees against an approved framework or standard**, i.e. Papermaking Apprenticeship Standard. This is in addition to the funding level awarded.

With the introduction of this levy, and with a new Papermaking Apprenticeship Programme available, now is an ideal opportunity to find out more information about the programme and how you can use your allowance to further benefit your business.

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Additional Financial Support

Funding through the Government's allowance programme can offset some of the costs, but not all. To encourage paper mills to actively support the programme, and subject to certain conditions some financial support towards certification, travel and accommodation will be made available through Unite the Union, and the Printing Charity.

Act Now

Succession planning for the future is crucial and this new Paper Industry National Trailblazer Standard provides employers with a 3 year programme to attract potential future employees into the Paper Industry.

If you want your next generation of papermakers to:

- be technically competent
- have the knowledge and understanding of the process
- problem solve
- be a first line response for engineering tasks
- contribute to continuous improvement

then the Trailblazers Apprenticeship Programme will help you achieve that.