

# The History, and Future of Apprenticeships



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## Introduction

In the 12th century the concept of Apprenticeships was established, perhaps even invented, by the Guilds of the City of London. The Statute of Artificers and Apprentices of 1563 was introduced to protect Apprentices, enshrining Apprenticeships in law for the first time. As new trades were established and new guilds created, more traditional apprenticeships were created. Over the years, particularly in the 20th century, as the term “apprenticeships” was first adopted by the Industry Training Boards of the 1950s and ‘60s and later mainstream further education the link with the traditional Apprenticeship has changed.

Fish and chips are the undisputed national dish of Great Britain, becoming a cultural and culinary symbol of our country, instantly recognised as British the world over. With almost 11,000 businesses in the UK, fish and chip shops significantly outnumber other fast food outlets: McDonald’s has approximately 1,200 outlets; Kentucky Fried Chicken approximately 840. The fish frying sector employs between 50,000 and 80,000 staff. Of these, more than 11,000 employees will be involved in the frying process. It is estimated that as many as 15,000 people working in the sector will have a managerial role within their businesses, often as an owner/manager/frier.

The Worshipful Company of Tallow Chandlers (WCTC) is the Livery Company that has recently developed a more traditional style, three-year apprenticeship for those in the Fish Frying sector. Employers will be a key mentor/trainer to these apprentices, and so employers will be at the heart of these Livery Company Apprenticeships. The Livery Company Apprenticeship Scheme is only open to a very limited number of Apprentices and so as part of the pilot employers will be invited to participate. The other routes to Apprenticeships will remain open to all employers.

## Routes into Fish Frying Apprenticeships and Qualifications

Fish and chip businesses are enthusiastic adopters of apprenticeships and professional fish frying qualifications, with apprentices being registered every week. Apprenticeships are

available for customer service and fish frying roles, as well as for more managerial positions within the business.

With the advent of the new Livery Company Apprenticeship Scheme, there are now three main routes available.

- **Intermediate Apprenticeships** – ideal for counter/at table service, fish frying and preparation roles. There’s a good mix of units available for almost every need in the business.

- o This level of qualification is ideal for operative and team leaders, and even some managers have elected to take this route.

- o Funding is generally available throughout the UK and Seafish recognised apprenticeship providers cover 95% of the industry.

- **Advanced Apprenticeships** – ideal for supervisors and managers. There are units available covering oil frying and business management, food safety and leadership.

- o Some managers have undertaken the Level 3 qualification on its own as a professional fish frying qualification.

- o Funding is readily available for younger apprentices, but not always for older learners.

- **Livery Company Apprenticeship Scheme** – developed by the Worshipful Company of Tallow Chandlers (see February’s Fish Friers Review), this enhanced Apprenticeship programme will only be available to a small number of exceptional learners.

- o An advanced Apprenticeship programme that takes 3 years rather than the usual 2 years to complete.

- o 50% larger than a standard Advanced Apprenticeship.

- o Apprentices are selected by the Worshipful Company of Tallow Chandlers.

To find out more about these and other opportunities for learning and development please visit [www.seafoodacademy.org](http://www.seafoodacademy.org)