

SENIOR CULINARY CHEF APPRENTICESHIP



This occupation is found in the hospitality, aviation, care and hospital sectors, across a range of different types of organisations and employers such as those providing food direct to the public/consumer and those developing dishes for centralised distribution, care provision or retail.

The broad purpose of the occupation is to develop new recipes, products and product lines. They will research, responsibly source, develop and launch products to meet specification briefs in line with the organisation's vision, values and objectives. They will maintain high culinary standards, oversee all food preparation and presentation to ensure quality and standards, order and maintain the inventory of food and supplies for developed dishes/menus, maintain compliance and due diligence documentation within the food safety management system to ensure a safe and hygienic kitchen, monitor food and equipment suppliers, develop recipes from scratch or brief, determine the best presentation/packaging of food, maintain or raise the profit margins on food and identify and coordinate training opportunities for staff.

Entry

Employers will set their own entry requirements in order to start on this apprenticeship.

Duration

Typically this apprenticeship will take 22 months.

Level

This apprenticeship standard is set at level 4.

Progression

Progression from this apprenticeship is expected to be into a senior culinary chef role.

Functional Skills

If the employee does not have maths and English GCSE passes at grade C or above, they will need to pass maths and English Functional Skills level 2 during their Apprenticeship.

End Assessment

To achieve this apprenticeship standard, the employer, training provider and apprentice will agree when the apprentice is competent and ready to undertake the independent end point assessment.

HIT Professional Trainers

Alongside the apprentice they will agree on a personal learning and development plan, setting a timetable of learning activities in preparation for the End Point Assessment (EPA).

The HIT Training Consultant will meet with the apprentice regularly either online or face to face to complete and review assessments, provide further coaching where required and agree the next steps of learning.

For more information contact us at:

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OCCUPATION DUTIES

Duty	Description	KSBs
Duty 1	Identify opportunities to research, source and develop new culinary offers including recipes, products and product lines	K2 K6 K7 K8 K13 K15 K16 K17 K19 S1 S2 S3 S5 S7 S8 S9 S10 S12 S13 S14 S15 S16 S17 S18 B1 B2 B3 B4 B5 B6
Duty 2	Plan and develop the culinary offer according to organisational brief and communicate to the team	K2 K3 K6 K8 K9 K11 K12 K13 K16 K17 K18 S1 S2 S3 S4 S5 S6 S7 S8 S9 S10 S11 S12 S13 S14 S15 S16 S17 B1 B2 B3 B4 B5 B6
Duty 3	Source ingredients, equipment/technology, time and people to create the culinary offer	K1 K2 K3 K4 K5 K6 K9 K10 K11 K12 K13 K16 K17 S12 S15 S17 B1 B2 B3 B4 B5 B6
Duty 4	Order and maintain inventory of food and supplies	K4 K6 K7 K8 K13 K14 K15 K17 S3 S8 S13 S14 S15 S17 B1 B2 B3 B4 B5 B6
Duty 5	Follow the necessary legislation, regulations, guidance and organisational policies/procedures to produce the culinary offer	K1 K2 K3 K4 K7 K8 K11 K13 K14 K16 K18 S1 S2 S3 S4 S5 S6 S7 S8 S9 S10 S12 S14 S15 S16 S17 B1 B2 B3 B4 B5 B6
Duty 6	Ensure compliance with food safety management system when producing the culinary offer	K1 K4 K7 K8 K14 K15 S1 S3 S5 S8 S14 S15 S16 B1 B2 B3 B4 B5 B6
Duty 7	Lead the team overseeing the preparation and presentation of quality food items	K1 K2 K4 K5 K9 K10 K12 K13 K14 K15 K16 S1 S2 S3 S4 S5 S6 S7 S8 S9 S10 S11 S12 S13 S14 S16 B1 B2 B3 B4 B5 B6
Duty 8	Present the culinary offer to stakeholders, for example teams, board, clients	K2 K3 K6 K11 K13 K15 K16 K18 S5 S7 S8 S11 S16 B1 B2 B3 B4 B5 B6
Duty 9	Action feedback to refine the culinary offer developing contingency plans to enable the smooth introduction of the offer	K1 K4 K12 K13 K15 K16 K17 K19 S4 S5 S6 S10 S11 S12 S13 S16 S18 B1 B2 B3 B4 B5 B6
Duty 10	Liaise with internal and external stakeholders to plan and launch of the culinary offer	K2 K3 K5 K9 K10 K11 K12 K14 K15 K16 K18 K19 S1 S3 S5 S6 S7 S8 S9 S10 S11 S13 S16 S18 B1 B2 B3 B4 B5 B6
Duty 11	Maintain, review and seek to continuously improve the current culinary offer, responding to sector trends and new ways of working to drive sales and profit	K1 K3 K5 K6 K13 K16 K19 S5 S6 S7 S8 S9 S12 S13 S16 S17 S18 B1 B2 B3 B4 B5 B6
Duty 12	Commit to the development and continuous improvement of self and the teams involved in the creation of the culinary offer	K5 K6 K9 K10 K11 K12 K14 K16 K17 S1 S3 S4 S5 S9 S10 S11 S12 S13 S16 S17 B1 B2 B3 B4 B5 B6

KSBs

Knowledge	
K1	The principles of food preparation and cooking, knife selection and handling, taste, diet and nutrition, and how to bring these together in a challenging and time bound environment
K2	The business or brand specifications and understand how to use them to create standardised menu items and dishes
K3	How technology supports the preparation and production of menu items and dishes
K4	How to recognise malfunctions or hazards and work to agreed practices and guidelines to ensure a safe, clean and hygienic kitchen environment
K5	How personal approach and performance impacts on the successful production of menu items and dishes
K6	How to research up to date knowledge of product range, brand development, promotions and current trends
K7	The food safety practices and procedures to ensure the safe preparation, cooking and storage of food in readiness for serving the public or centralised distribution
K8	What to look for in ingredients and how to handle and store them to maintain quality, in line with food safety legislation
K9	How to support and influence the team positively to deliver a high quality product

Knowledge	
K10	How all staff and teams are dependent on each other and understand the importance of teamwork both back and front of house in achieving business objectives
K11	How to work with people from a wide range of backgrounds and cultures and recognise how local demographics may impact on the product range of the business
K12	How to communicate knowledge and experience to the team and support own and individuals' development
K13	How to operate efficiently to deliver profit margins, reduce wastage and support the overall financial performance of the business
K14	Understand legislative responsibilities and the importance of protecting peoples' health, safety and security
K15	How to identify, plan for and minimise risks to the service and operation
K16	The customer profile of the business, who its main competitors are and the business growth strategy
K17	Understand the supply chain including procurement, traceability, provenance and quality monitoring for your culinary offer
K18	The processes policies and procedures of your organisation and a range of establishments relating to the culinary offer
K19	The review process to be able to continuously improve the current culinary offer
Skills	
S1	Apply a range of food preparation, knife and cooking skills and techniques to produce quality dishes in line with business requirements
S2	Produce profitable menu items and dishes according to business specifications
S3	Use technology appropriately and efficiently to support the production of food and ensure maintenance issues and malfunctions are dealt with promptly
S4	Support team to deal with unexpected malfunctions or hazards that disrupt work activities
S5	Ensure positive business or brand image is upheld in work activities and the delivery of products at all times
S6	Maintain consistency in product and service quality to meet customer requirements
S7	Prepare, cook, store or present food to agreed relevant legislative food safety practices and guidelines, ensuring a clean and hygienic kitchen environment is maintained at all times in readiness for serving the public or centralised distribution
S8	Take responsibility for the safe storage, preparation, cooking and presentation of ingredients to deliver a quality product that is safe for instant consumption or centralized distribution
S9	Manage self and other to ensure the food produced is of high quality, delivered on time and to specification
S10	Adopt problem solving judgements to identify and deal with problems within the team and across the organization to drive a positive outcome
S11	Use effective methods of communication and operate in a fair and empathic manner that achieves the desired result and demonstrates a customer centric culture
S12	Identify skills development needs and actively encourage and support individuals and self to enhance their skills and knowledge
S13	Monitor costs, using forecasting to set realistic targets with the team; effectively control resource allocation; minimise wastage and use sustainable working practices
S14	Comply with relevant legal requirements and maintain the safety and security of people at all times
S15	Risk assess situations, identifying and isolating matters of concern, by establishing the cause and intervening accordingly to minimise any risk to people and comply with legislation
S16	Apply business and brand values that actively market the business, support competitiveness and help meet business objectives
S17	Execute organisation process, policies and procedures for the supply chain including procurement, traceability, provenance and quality monitoring
S18	Research and respond timely to sector trends when maintaining and reviewing the culinary offer
Behaviours	
B1	Remain calm under pressure
B2	Welcome feedback, be pro-active and solution focused
B3	Be committed to the culture vision and values of the business
B4	Lead by example
B5	Commit to and reflect on own continuous professional development and learning
B6	Celebrate personal and organisations achievement

INDEPENDENT END POINT ASSESSMENT

The end point assessment will only commence once the employer, apprentice and HIT Training Consultant are confident that the apprentice has developed all the knowledge, skills and behaviours defined in the apprenticeship standard and clearly evidenced by the on-programme progression review meetings and records.

The independent end point assessment ensures that all apprentices consistently achieve the industry set professional standard and can commence at any point once the apprentice is competent after the minimum period of learning and development. Prior to independent end point assessment the functional skills English and maths components of the apprenticeship must be successfully completed.

Summary of Independent End Point Assessment Process

The apprentice will be assessed to the apprenticeship standard using two complementary assessment methods. The assessment is synoptic, i.e. takes a view of the overall performance of the apprentice in their job. The assessment activities will be completed by the independent end-point assessor as follows:

Project with presentation, practical demonstration and questioning

This assessment method has 3 components



Project

The work-based project is based on the project brief agreed between the employer and the EPAO within 5 days of the gateway, based on the employer overview. Projects will require apprentices to research, design and launch a product line or menu and should be designed to ensure that the apprentice's work meets the needs of the business, is relevant to their role and allows the relevant KSBs to be demonstrated for the EPA.



Presentation of Project outcomes with supplementary questioning

Apprentices will prepare and deliver a presentation of project outcomes followed by supplementary questioning by the independent assessor. The presentation will be based on the apprentice's project and will cover all the project outcomes and KSBs assigned to this method of assessment (including the nine dishes identified for development).



Practical assessment with questions and answers

Apprentices must be observed by an independent assessor completing 1 practical assessment in which they will demonstrate the KSBs assigned to this assessment method. Apprentices will produce 4 complete dishes as chosen by the EPAO from the 9 identified dishes developed in the project. The apprentice will have 2 weeks notification of the four dishes they are required to produce after the project has been submitted to the EPAO.



Professional Discussion

This assessment will take the form of a professional discussion which must be appropriately structured to draw out the best of the apprentice's competence and cover the KSBs assigned to

this assessment method. It will involve questions that will focus on coverage of prior learning or activity and problem solving.



Completion

Independent end-point assessor confirms that each assessment element has been completed.

The overall grade is determined by the independent end-point assessor based on the combination of performance in all assessment activities. Grades are: Pass/Fail/Distinction.

Independent end point assessment organisations

Approved assessment organisations are registered on the SFA Register of apprenticeship assessment organisations. Assessment organisations are responsible for ensuring assessments are conducted fairly and that assessments are valid, reliable and consistent. To access the list and find an assessment organisation visit: <https://www.gov.uk/government/publications/using-the-register-of-apprentice-assessment-organisations>.

The employer will approve and appoint the assessment organisation to undertake the independent end point assessment of the apprentice.