



Developing future leaders



SUPPLY CHAIN LEADER LEVEL 3

Delivered in partnership with



the
apprenticeship
college

The **MDS Supply Chain Leader Apprenticeship programme** is delivered as a partnership between **MDS** and **The Apprenticeship College** and can be funded via the apprenticeship levy. One of the benefits of being a Member of MDS is that you also have access to the Level 3 Supply Chain Leader Apprenticeship programme for your own employees.

This training has been developed with apprenticeship specialist The Apprenticeship College and tailor-made with the food and fresh produce industry in mind.



MDS SUPPLY

CHAIN LEADER PROGRAMME

/// TRAINERS AND COACHING STAFF PLAN TEACHING AND LEARNING CAREFULLY SO THAT THE APPRENTICES DEVELOP THEIR SKILLS IN A LOGICAL SEQUENCE. THEY MAKE ACTIVITIES INTERESTING AND STIMULATING SO THE APPRENTICE CAN RECALL WHAT THEY HAVE LEARNED. /// OFSTED 2020

The full eighteen-month programme costs £15,000 and includes two added value workshops and a team building day offered exclusively to the MDS membership.

Member companies who pay the apprenticeship levy can use funds from their levy pot to fund this programme completely. Non-levy paying businesses can also access this training for a cost of just £750 per learner. The programme begins in April and October each year. However, if there are enough delegates within your business or a group of members to create an extra cohort, start dates can be flexible.

A little bit about The Apprenticeship College...

They provide a training experience that is different, memorable and impactful. They do not use the same trainer to deliver an entire programme but have different specialist trainers delivering our workshops because we feel this offers a broader level of learning. All trainers are experienced in delivering commercial training and so the apprenticeship delivery is of the highest quality.

Theatre based learning forms a part of all programmes and professional actors are used to deliver scenario-based training. In a safe environment, your employees can observe the actors recreate their world in front of their eyes and experience a real work situation with the purpose of developing your workforce.

There are several principles that guide and govern how the training is designed and delivered. Time is taken up front to understand current capability and experience and tailored to meet the development needs of everyone on the programme.

The workshops are delivered in an effective and creative way to build engagement, whilst also doing what it needs to do - building knowledge, skills and behaviours. The experiences will aim to meet all learning preferences, using a range of techniques: face to face sessions, live-virtual sessions, coaching and peer learning, to suit the topic, context and desired outcome. Every module, conversation and activity will aim to make a difference, have 'real-world' context and be immediately actionable back in the workplace.

/// THEIR EXTRAORDINARY SET OF SKILLS, GREAT KNOWLEDGE AND GENERAL APPROACH OF MATTERS WAS SHOWN THROUGHOUT THE WHOLE SESSION, RESPECTING A LONG LIST OF REQUIREMENTS AND ALSO KEEPING IN MIND CURRENT SITUATIONS THAT IS AFFECTING EACH INDIVIDUAL - THEIR PROFESSIONALISM IS OUT OF THE BOX AND SPOT ON! 5*** /// LEARNER**

SUPPLY CHAIN LEADER PROGRAMME OVERVIEW OF SKILLS DEVELOPED

Supply chain is at the heart of every business – it is a system of organisations, people, activities, information and resources involved in moving products or services from supplier to customer.

Learners that complete this programme will have a comprehensive understanding of the entire supply chain, be responsible for their impact on each function and strive to deliver the best value for their business and customer.

The MDS Supply Chain Leader apprenticeship is designed for employees working in one or more supply chain functions in a fast-moving consumer goods business. Roles may be related to procurement, forecasting, manufacturing, service or logistics.

Our apprenticeships are thematic. Our training is designed to improve personal effectiveness and communication skills as well as developing supply chain technical skills. This programme requires learners to complete a work-based project designed to enhance cost efficiency and improvements to your supply chain.

Learners on this programme will work in one or more supply chain functions. Typical duties could include forecasting customer demand as a Junior Demand Planner, liaising with the factories schedule production as a Supply Planner, processing orders as a Customer Service Operative and working with hauliers and distribution centres as a Transport Planner.

They have a comprehensive understanding of the entire supply chain, are responsible for their impact on each function and strive to deliver the best value for their business and customer. Due to the high number of interactions both within and outside of the business, they need strong relationship building, influencing, stakeholder management and communication skills alongside sound analytical, information technology and numeracy skills, with an ability to work in a fast-paced environment with frequently changing requirements.

COURSE SUMMARY

^ LEVEL:	3
🕒 DURATION:	18 MONTHS 15 MONTHS PRACTICAL LEARNING AND 3 MONTHS END POINT ASSESSMENT
£ LEVY VALUE:	£15,000
£ CO-FUNDED VALUE:	£750
👤 INDUCTION:	1
★ MASTERCLASSES:	1
🔧 WORKSHOPS:	11
👥 TEAM BUILDING DAY:	1
⚙️ SKILLS COACHING:	6 SESSIONS AND CONTINUOUS SUPPORT
⊕ SUPPLEMENTARY LEARNING:	ONLINE DIGITAL SESSIONS

EXAMPLES OF RELEVANT JOB ROLES

Warehouse Team Leader • Transport Planner • Transport Shift Manager • Stock Controller
Fleet Controller • Fleet Controller Administrator • Customer Service Supervisor

LEARNER JOURNEY

WORKSHOPS

The Supply Chain Leader programme is delivered over an 18-month period. The learning programme is made up of a series of workshops led by our commercial level, specialist trainers delivering on their area of expertise.

Each workshop covers a specific topic area designed to continue to build knowledge, developing key skills and behaviours needed to be an effective Leader. Each workshop is designed carefully to enhance the capabilities of the learner and to be utilised as soon as they return to work.

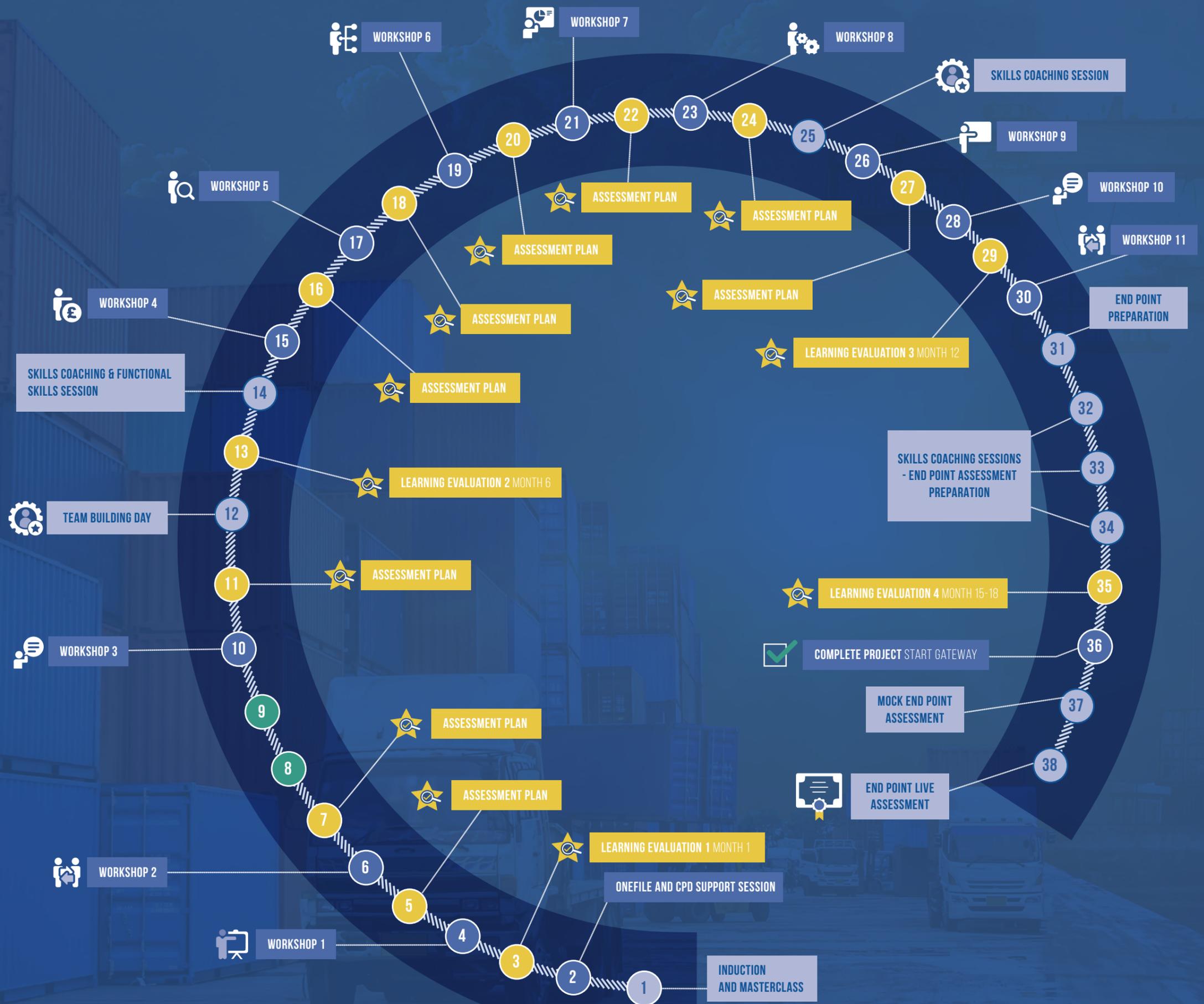
SKILLS COACHES

All learners are supported by a dedicated Skills Coach. They will support individuals through the learning journey, be there to answer any questions, assess all work produced and guide each learner to a successful outcome.

FUNCTIONAL SKILLS

All government funded apprenticeship programmes require learners to achieve the appropriate standard of Maths and English. Learners will be supported by one of our Functional Skills Tutors who will ensure individuals are equipped to complete the Maths and English.

NOTE: Full titles and workshop descriptions can be found on the following pages



/// I REALLY ENJOYED THE SESSIONS AND ALWAYS CAME AWAY FEELING I HAVE LEARNED NEW SKILLS /// LEARNER



INDUCTION

The first Supply Chain Leader session is all about introducing learners to the programme. We demonstrate the online learning environment, take learners through the programme in detail giving an overview of each workshop and theatre-based learning session and will begin to develop their personal development plan.

MASTERCLASS

Following induction, we will begin the programme with our guest speaker, an expert in the supply chain industry, particularly in fast moving consumer goods. We will cover what it means to have an efficient and effective supply chain and how that can be achieved. The Masterclass kicks off the programme and provides an insight into what can be achieved from taking part in the learning journey.

WORKSHOP 1

INTRODUCTION TO THE SUPPLY CHAIN

This workshop explores the end-to-end characteristics of the supply chain in different fast moving consumer goods contexts. We will look at external factors affecting the supply chain and understand key performance indicators and their impact on other areas of the business

WORKSHOP 2

PARTNERSHIPS & CUSTOMER RELATIONS

This session looks at different types of customer groups, their needs and the impact of this on the supply chain. We will also explore essentials of customer relationships in a supply chain context and establishing successful partnerships.

WORKSHOP 3

THEATRE BASED LEARNING

COMMUNICATION SKILLS & COLLABORATIVE WORKING

This theatre-based learning session focuses on the skills and behaviours needed to communicate and work effectively in a supply chain context. Learners will work with our actors to explore how to communicate professionally with a variety of stakeholders at all levels in a variety of situations.

WORKSHOP 4

COST MANAGEMENT

This workshop explores the key elements of planning to meet demand and forecasting accurately. We will look at capacity planning and understand the need to prioritise the flow of fast-moving consumer goods products and services based on changing and evolving external influences to ensure the supply chain runs efficiently. We will look at the importance of justifying costs.

WORKSHOP 5

PROCUREMENT & RISK MANAGEMENT & BUSINESS IMPROVEMENT

This full day session focuses on the principles of buying – the strategic, operational, legal and ethical considerations that inform this, along with the impact of customer requirements and sustainability.

WORKSHOP 6

SUPPLY PLAN & LOGISTICS

This workshop explores the principles of developing a successful supply plan and examines the importance of logistics in terms of cost and lead times, along with the impact of variability and volatility.

WORKSHOP 7

SUPPLY CHAIN TECHNOLOGY & DATA

In this workshop we will fully explore the use of information technology systems throughout the supply chain process. The session looks at how to interpret and analyse different types of data and understand how this is used to inform process and also meet audit requirements.

WORKSHOP 8

CONTINUOUS IMPROVEMENT & PROBLEM SOLVING

This workshop focuses on the key principles of continuous improvement and problem solving, exploring different techniques and tools to support the learner's attitudes towards change and promote a flexible approach to overcoming challenges and improve ways of working.

WORKSHOP 9

PROJECT PLANNING & MANAGEMENT

A business aligned project. This final session of the programme focuses on key tools and processes to successfully plan, scope and manage projects, supporting learners in preparation for their End Point Assessment project.

WORKSHOP 10

ADDED VALUE WORKSHOP /// THEATRE BASED LEARNING

MANAGING DIFFICULT CONVERSATIONS

This added value workshop focuses on how to deliver a tricky message in the best possible way. We look at being objective as opposed to subjective as well as how to stop being triggered in a difficult conversation and managing emotions effectively.

WORKSHOP 11

ADDED VALUE WORKSHOP /// THEATRE BASED LEARNING

NEGOTIATING & INFLUENCING

This added value workshop explores the different ways to influence and achieve positive results. It includes tips and techniques for the optimum outcome through advance communication skills and robust negotiating methods



/// LEADERS HAVE CARRIED OUT EXTENSIVE MARKET RESEARCH INTO THE NEEDS OF THE EMPLOYERS THAT THEY SERVE. THEY USE THIS KNOWLEDGE EFFECTIVELY TO ESTABLISH CLEAR STRATEGY FOR THE WAY IN WHICH THEY PLAN AND TEACH APPRENTICESHIP PROGRAMMES ///
OFSTED 2020



WORKPLACE PROJECT & PRESENTATION

A PROJECT ALIGNED TO BUSINESS STRATEGY

As more and more organisations are becoming project driven, the need to ensure that a framework is in place to help ensure alignment between projects and strategy has become almost a prerequisite for long-term success. The apprentice will undertake a project agreed by the employer, to improve a process, making it more efficient resulting in cost saving to the business. Employers will agree the most appropriate project with each apprentice, proposing project opportunities in line with the apprentice's job role and operations, which will lead to development of an agreed project brief.

The project will see apprentices complete an end-to-end review of the processes undertaken in that area, follow a product from A to B and will:

- Identify areas for improvement
- Look at alternative ways of working which can be measured
- Analyse inventory levels
- Assess cost to serve efficiency
- Test pilot new ideas
- Propose an implementation plan

Apprentices will present the project to their line manager and at End Point Assessment.

/// APPRENTICES UNDERSTAND HOW TO IMPROVE THEIR PRACTICAL AND WRITTEN WORK AND CAN USE IT CONFIDENTLY IN THEIR WORKPLACE /// OFSTED 2020

YOU HAVE TO TAKE THE JOURNEY TO REACH THE DESTINATION

All of the development programmes provided by The Apprenticeship College, whether that be an apprenticeship, a shorter commercial course or a one-day workshop are all designed to work together to deliver a development path for your workforce and their career aspirations.

Working with you, The Apprenticeship College will create a learning journey that achieves the expectations of the learner and the employer.

Starting with the Supply Chain Leader, it develops knowledge, skills and behaviours that can set the foundation for building a rewarding and successful career. We understand that a career path is not linear, the good news is that there is an apprenticeship available to support individuals on whatever path they choose.

The learning offer from the The Apprenticeship College covers a wide variety of knowledge, skills and behaviours and can cater for any level or job role in your business. Anyone from senior directors, mid-level managers, operations assistants or new employees can benefit from the commercial sessions.

They are designed to complement the apprenticeship programmes and can add value and dimension to the apprenticeship delivery. They can also be delivered as stand-alone workshops and support ongoing learning and development for your workforce.



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