## Sussex Skills 25 Conference

Sussex Local Skills Improvement Plan (LSIP)

#SussexSkills25





### Sector Spotlight



#### Hayley Quinnell – Flour Pot Bakery

As Head of HR at The Flour Pot, Hayley drives recruitment, training, and staff development, championing clear career pathways in baking.





# View Video Here

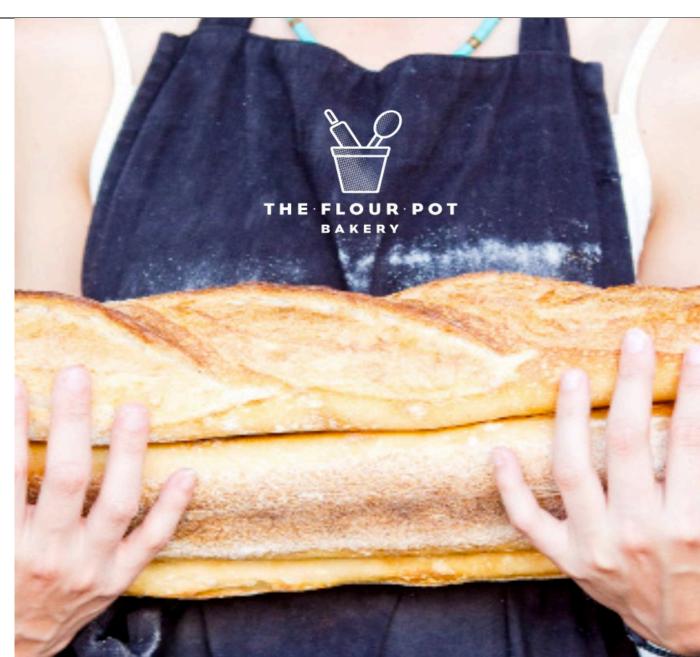


- True artisan bakery, with a range of slow ferments and yeasted breads
- One production bakery, one coffee roastery, twelve of our own retail stores and a strong wholesale business
- Produce an average of 1.5 tonnes of dough a night, which is baked in our carbon neutral steam tube oven
- The business employees 225 people across Brighton, Hove and Worthing
- Still family owned and operated



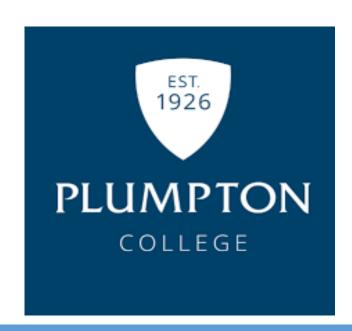


- BREXIT
- Decline in skilled workforce
- Noticeable skills gap
- Decline in the high street
- Loss of hospitality workers post COVID-19





- Plumpton College 4 year partnership
- Key focus to attract new talent and further development the current work force
- 5 successful level 2 baker apprentices + 2 more enrolled for November 2025
- Launch of UK's first level 3 Lead Baker
- First apprenticeship scheme launched into our stores
- Focus on the skills gap in our middle management
- Currently into month 11 of an 18 month course
- Will come out with a Level 3 in Leadership and Management and an ILM



### IMPACT FUTURES



- Internal run training courses
- External company funded training courses
- Government funded Skills Bootcamps





- Local sponsor of BHAFC
- Levy transfers
- Embody the same core values –
  PEOPLE
- Continued drive to collaborate with local businesses to provide opportunity for the local community



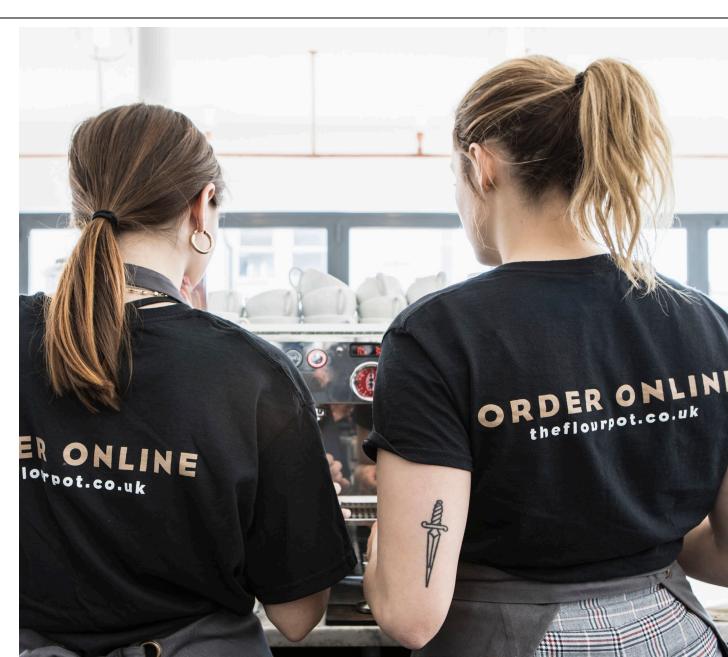


- Higher retention levels 70% of our workforce have a tenure of over 12 months
- Structured succession planning 70% managerial positions from internal candidates
- 92% store general managers internally promoted





- Continued collaboration with our flourishing partnerships
- Further apprenticeship programmes
- Increasing retention levels
- Goal to be the best coffee/bakery employer in the city



#### Connect with us

- We've achieved a lot but success relies on continued employer engagement
- Businesses shape the training offer your voice matters
- Together we can build a workforce ready for Sussex's future growth



Please scan the QR code to access our Menu of Opportunities



Future Skills Sussex website



Future Skills Sussex LinkedIn



