

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

WHO ARE THE FLOUR POT?

- 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 employs 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**

FURTHER DEVELOPMENT OF OUR TEAMS



- 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



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website**



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