

The Data Academy



Introduction

Our Data Academy is a skills investment programme, designed to underpin the change that Making Business Easier will deliver, and to enhance how we understand and use data across the whole organisation.

The academy's overall aims include:

Injecting new skills which will enable a successful business transformation equipping our people to deliver increased efficiencies

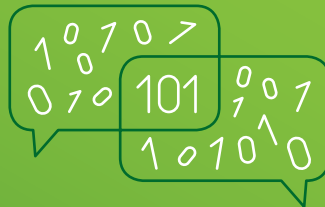
Underpinning the transition to a changed data model, and leadership of change initiatives through investment in skills

Building a common language and increase capability across change management and methodologies, data management and insight

The academy will help us realise the following benefits:



Increase our overall awareness of data, and its impact, enabling everyone to understand the role they play in relation to our data, the importance of accurate, or inaccurate data and realising the value of data-driven decision making



Build a common and shared language of data, so that we all understand why data is important, including key terminology, applying consistent approaches to similar tasks and enable an aligned use of platforms/tools for data visualisation across the organisation



Effective use of systems which provide colleagues with the knowledge and skills to leverage tools that inspire new and smart ways of working

Why does data matter?

In the rapidly evolving world of convenience food manufacturing, data isn't just a collection of numbers - it's the secret ingredient that can turn ordinary operations into extraordinary success stories.

Imagine a bustling factory floor where every decision, from sourcing ingredients to packaging the final product, is guided by precise, real-time information. This isn't a distant dream, but a tangible reality powered by data.

As consumer demands shift, regulatory standards tighten, and competition intensifies, the ability to harness and analyse data has become crucial for innovation, efficiency, and sustainability.

Data is the cornerstone that supports quality control, optimises production processes, enhances supply chain management, and ultimately drives growth and profitability in a fiercely competitive market. At Greencore, as an example, data helps us to accurately manage our stock; by looking at our past sales and considering things like the weather, the economy, and shipping information, we can predict the best amount of stock to keep.

We all have responsibility to make sure our data is accurate and useable because it affects everything we do. When everyone takes responsibility, we can trust the information we have, which helps us make better decisions and work more efficiently.

Accurate data means fewer mistakes and more consistent quality in our products.

By making changes to the way we understand, collect, manage, and use data, we will see big benefits.

First, we'll make better decisions at every level. Every team solves problems or makes decisions every day. Using great quality data to tackle those challenges takes away a lot of the guesswork and means our decisions will be based on past outcomes, patterns or trends.

Second, with reliable data, our processes will become more efficient, saving us a lot of time and effort.

Lastly, good data will help us build better relationships with our customers. Data gives us the ability to understand what they like and be able to predict what they want, allowing us to create more personalised and effective ways to engage with them.

In short, good data and the right knowledge, and tools to manage it, make our jobs easier and Greencore stronger.



The Data Academy

The academy will provide different learning pathways, each designed to suit the specific needs of roles, or colleagues, and to give knowledge, experience and exposure, in line with our learning philosophy.

The academy will become another component of our extensive Grow with Greencore offer, unlocking new skills, capabilities, and efficiencies.

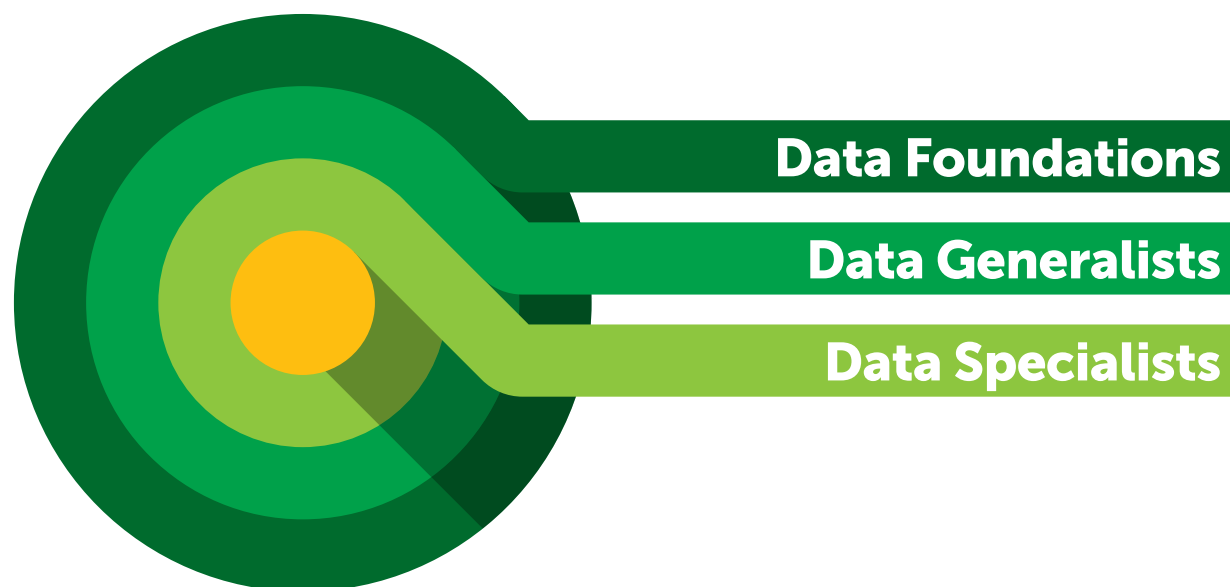
Colleagues can access the academy, via our [Greencore Qualifications site](#), where you can find out more about each programme, the entry requirements, target audience and learning objectives.

Upskilling on the academy can offer some real advantages. By learning how to understand and use data more effectively, you'll gain valuable skills that can open opportunities. Learning how you can undertake your work more efficiently, not only makes your role more rewarding, but helps make things easier. Plus, with new data tools and shared terminology, you'll find it easier to collaborate with your team, making teamwork smoother and more efficient.

Our academy over time will provide a range of different learning solutions, depending upon your learning needs, your role and the work you undertake either in related MBE projects, or day to day.

There are three primary types of colleague the academy is aimed at,

1. those whose role requires them to have a foundational knowledge of data
2. those who are data users or primary data generators, whose role is impacted by the changing nature of data or the MBE programme, and will most likely be colleagues who are not working in technology or IT focused roles, but who rely on generating data to support business decision making
3. those who have subject matter expertise around data, e.g. data architects within IT



Each group of colleagues may have a different learning pathway available to them, which not only meets the needs of their role, and their relationship with data, but which aligns to their specific learning and development needs. Each programme will have eligibility criteria, which help to identify suitability and appropriateness, and to ensure that colleagues needs are met. Over time we expect our programmes to change and grow as our needs do.

About our partners

We have chosen to partner with QA for the academy, who are the largest technology training company in the UK, and the fastest growing in the US.

Trusted by 4,000 organisations, across 40+ territories they believe the future belongs to organisations that are able to learn, master and apply new skills at speed and scale, combining the power of human and machine intelligence.

They help organisations to develop skillsets and mindsets in AI, cloud, data, and other technologies by:

- Providing a continuous learner experience
- Connecting up learning across the organisation
- Creating more collaborative learning

With deep expertise, insight and more than 300 specialist trainers, they also prioritise inclusion and diversity, and are working hard to help diversify in the technology sector. With over 250,000 colleagues supported to learn a year across the UK, and more than 40,000 on apprenticeships so far, they're an ideal partner for Greencore.

Find out more about our partners here [About QA | QA](#)



Our programmes

Data Foundations

For those colleagues, whose role requires them to have a foundational knowledge of data

A series of four, self-led learning modules of approx. 45-60 minutes, designed to give foundational knowledge in core topics



Data Essentials

- Data Introduction
- Data Strategy
- Acquiring and Managing Data
- Using and Analysing Data



Data Analytics Essentials

- Analytics Introduction
- Data Analytics Cycle
- Approaching Data Analytics
- Driving Data Analytics Success



Data Visualization Essentials

- Visualisation Introduction
- What is data visualisation?
- Visualisation Quality and Literacy



Data Storytelling Essentials

- Data Storytelling Introduction
- What is Data Storytelling?
- Why are Data Stories Effective?
- Considering your audience



Data Generalists



Data Essentials Programme

If you love to find solutions using numbers or want to improve your ways of working with data, then our Data Essentials programme is for you.

This programme is aimed at colleagues who regularly collate, handle, produce or report on data, usually using a spreadsheet like Excel. Colleagues are likely to be in a role outside of the IT function. These roles exist across many functions, and their role requires using or generating data to help determine business decisions. They may source format or present data in a relevant way using basic methods to communicate outcomes to different audiences, and this could include analytics. This programme will help you develop skills in storytelling, data management, analysis, and turn your data into actionable insights, regardless of role or function.

Through a combination of online modules and live sessions, you'll learn to use data to lead, communicate, and enhance reporting, reinforce strategy and underpin decision making.

You'll need to have a strong interest in data and technology, and work in a role that will expose you to all aspects of data to succeed on the programme. Once you've applied, we will help assess whether the role you are in and the tasks you are involved in will sufficiently expose you to the right opportunities to apply your learning, along with meeting the essential entry requirements.

These programmes are aimed at colleagues who may be data users or primary data generators, whose role is impacted by the changing nature of data or the MBE programme, and will most likely be colleagues who are not working in technology or IT focused roles, but who rely on generating data to support business decision making.

Data Essentials Programme (17 months)

Module
Data Mindset in a Digital World

Module
From Data to Insight

Module
Improving Data Quality

Module
Statistics for Decision Making

Module
Storytelling and Visualisation

Module
From Data Citizen to Data Specialist

Qualification
Data Essentials Level 3 Apprenticeship
Microsoft Office Specialist: Excel Associate Qualification (MO-200)

Portfolio
Consolidated

End-Point Assessment Preparation

Qualification Awarded

Data Generalists



Data Analyst Programme

If you're already working with data, but as your technique and experience grows, you'd like to build on your programming, modelling and analytical skills then this programme could be for you.

This programme is aimed at colleagues who already have a good understanding of data essentials, and whose role requires them to collect, recognise, analyse, and study data to provide business insight. They would typically be involved in managing, cleansing, abstracting, or aggregating data, and doing in depth studies of it. They may be involved in improving data processes or making recommendations on how to use the data to inform the business. They are likely to be providing technical data solutions to a wide range of customers in the business.

You'll need to have strong mathematical and analytical skills, and work in a role that will expose you to all aspects of data to succeed on the programme. Once you've applied, we will help assess whether the role you are in and the tasks you are involved in will sufficiently expose you to the right opportunities to apply your learning, along with meeting the essential entry requirements.

Data Analyst Programme (18 months)

Module
Data Fundamentals

Module
Data Preparation & Valuation

Module
Databases & SQL

Module
Programming for Data Analysis

Module
Data Warehouses

Module
Data Analytic & Machine Learning

Module
Machine Learning in a Cloud Platform

Qualification
Data Analyst Level 4 Apprenticeship

Microsoft Power BI Data Analyst (MPL300)

Portfolio
Consolidated

End-Point Assessment Preparation

Qualification Awarded



Data Generalists

For colleagues whose role is moving to be more data driven, there are also two core workshops available:



Data Essentials Workshop

- ❑ Recognise where and how data can be generated
- ❑ Understand the principles of data types and storage
- ❑ Identify how data can be used
- ❑ Consider data governance and ethics
- ❑ Gain an understanding of roles that use or are impacted by data



Fundamentals of Data Storytelling Workshop

- ❑ Understand what data storytelling is
- ❑ Translate and clarify questions
- ❑ Understand what the question means and how to ask it better
- ❑ Work with underlying data quality
- ❑ Build meaningful insight
- ❑ Define a hypothesis
- ❑ Identify the audience
- ❑ Build effective visuals
- ❑ Create a compelling narrative



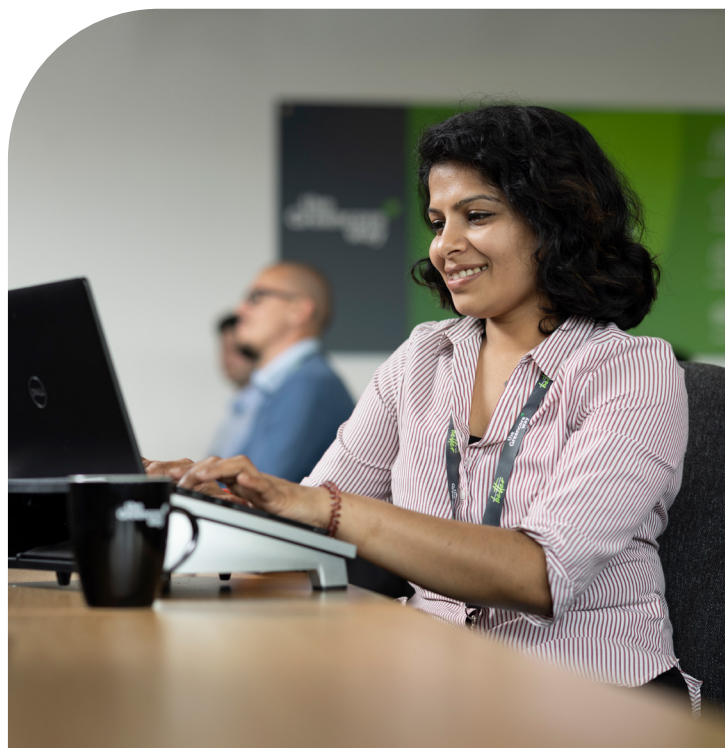
Data Specialists

For those who have subject matter expertise around data, e.g. data architects within IT.

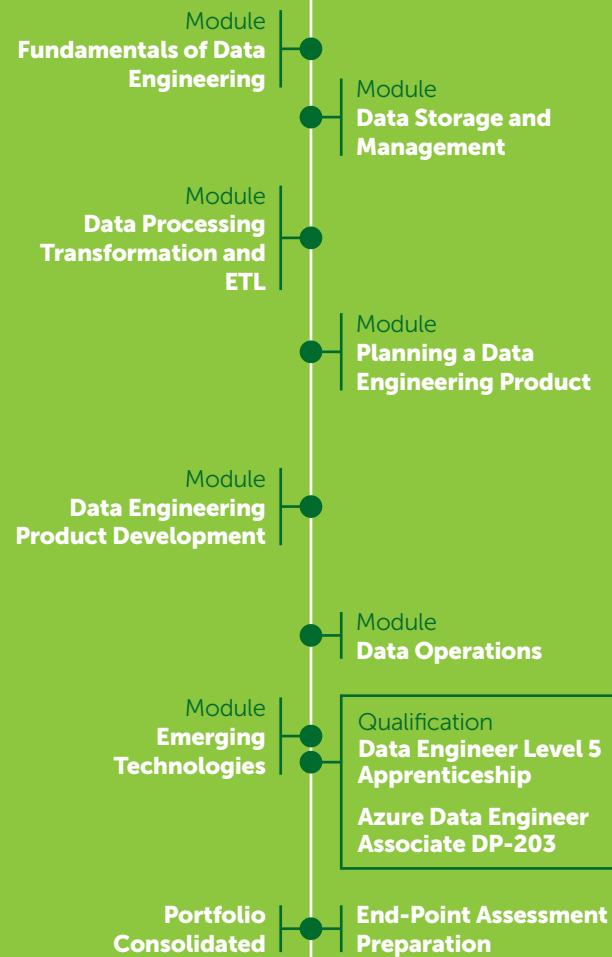


Data Engineer Programme

Aimed at colleagues who work as Data Engineers in IT, tackling the challenges associated with data management, processing and analytics. They will be involved in the design of data architecture.

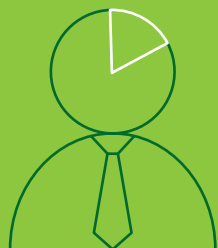


Data Engineer Programme (21 months)



Qualification Awarded

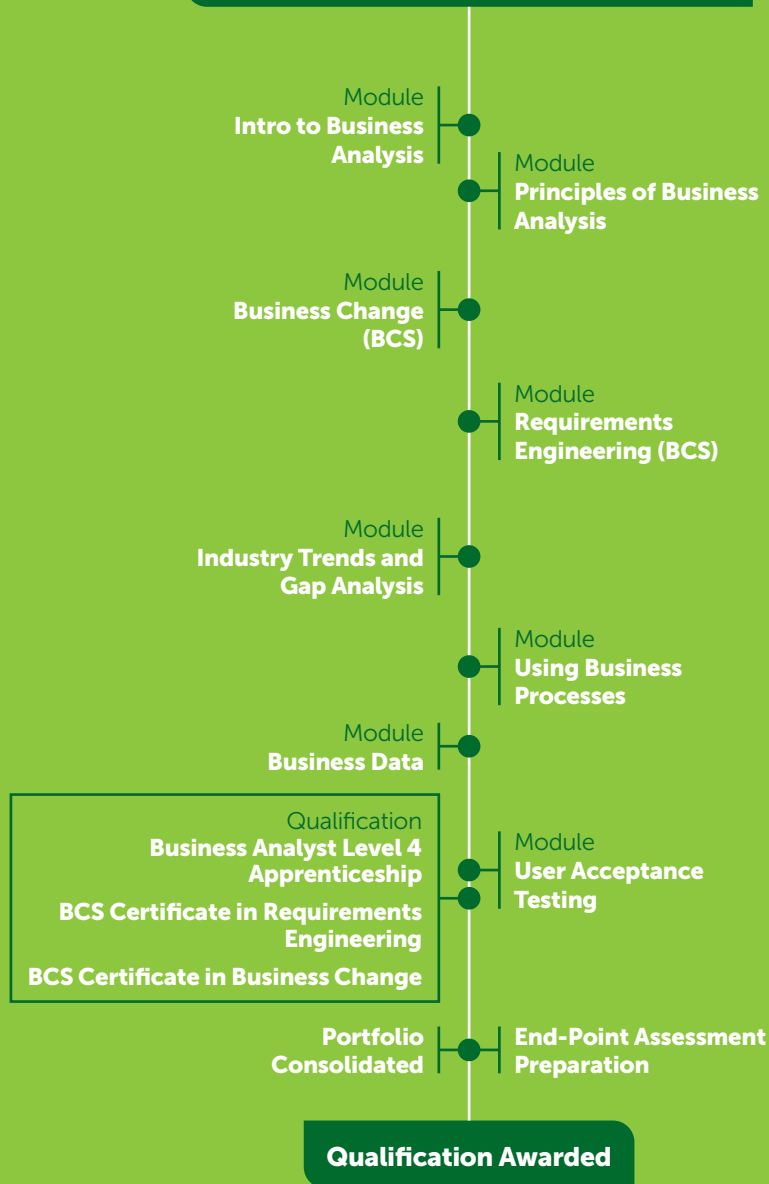
Data Specialists



Business Analyst Programme

Aimed at colleagues who work as Business Analysts in IT documenting business problems and user needs, to create solution requirement that align with best practice, and present them in logical and meaningful way to their target audience and stakeholders.

Business Analyst Programme (18 months)



Power BI reports and dashboards for business user's workshop

For our data specialists involved in data analytics, and who are regular business users of Power BI we also have a workshop to provide the skills to enable effective use of reports and dashboards effectively. The workshop will cover:

- Power BI concepts and main features
- How a report is created
- Navigating reports and dashboards
- How to apply filters and slicers
- How to use Insights, Analytics and Natural Language Queries

As specialists, you'll need to have a good level of ability with Excel, be a regular Power BI user, have an ability to create charts and use filters in data to attend this programme.

How do I apply?

Each of our data academy programmes will have a different target audience, set of entry requirements and eligibility criteria to ensure that we are providing the right skills, knowledge, and learning.

Before you apply it's important you read and understand more about the programmes, which can be found on our dedicated [microsite](#). Each programme may have different eligibility or entry criteria, which can be a mixture of prior qualifications, roles experience, or level of base understanding. There are also some programmes that require specialist knowledge or skills before embarking on them. Every programme will require the support and sponsorship of your line manager, and for some of our specialist programmes, approval from senior leaders who are accountable for our organisational data is also required.

You can find out more about each programme on our dedicated site, and we've a range of tools and a quiz to help you decide what might be right for you. There is also a frequently asked questions sheet available, and for some programmes we run spotlight sessions, for you and your manager, where you can find out more about the commitment, what's involved and how much time is required to successfully complete the programme.

Some programmes require attendance at the spotlight sessions, as a prerequisite, where we will cover:

- **Programme overview**
Who is it suitable for and how will it benefit your role
- **Learning**
How you will be supported and learn throughout the programme
- **Time Commitment**
What is the time required to complete this programme
- **Next Steps**
How you can apply and expected timeframes

Ready to find out more?

www.qa.com/the-data-academy-greencore/



