

Overview of the role

Leading on technical packaging delivery programmes and projects for a multitude of products.

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Standard in development

L6: Packaging professional (integrated degree)

Version 1.1

Title of occupation

Packaging professional (integrated degree)

UOS reference number

ST0637

Core and options

No

Level of occupation

Level 6

Occupational maps data

Route: Engineering and manufacturing

Pathway: Engineering, Manufacturing, Process and Control

Cluster: Print and Packaging Engineer

Typical duration of apprenticeship

48 months

Degree apprenticeship

degree-apprenticeship

Target date for approval

31/03/2025

Resubmission

No

Would your proposed apprenticeship standard replace an existing framework?

No

Does professional recognition exist for the occupation?

Yes

Regulated occupation

Is this a statutory regulated occupation?

No

Occupation summary

Packaging professionals are employed across industry in a range of sectors including automotive, food and drink, medical supplies, pet care, pharmaceutical, and retail. They also work in companies supplying packaging related services. This includes packaging converters, material manufacturers and design agencies.

Packaging encloses or protects products for transport, storage, sale, and use. Packaging professionals work covers the packaging life cycle from concept design, prototyping and testing, through to production management, performance monitoring, and continuous improvement. Key to the role is identifying solutions that improve sustainable practice. They may work on projects by themselves or as part of a team.

In their daily work, an employee in this occupation interacts with a range of different teams, functions, and stakeholders. This includes consumer insights, customers, engineering, finance, legal, logistics, marketing, material and equipment suppliers, procurement, product development, production, quality, and sales. They also have contact with external regulators and organisations such as WRAP (Waste and Resources Action Programme).

They must deliver functional and feasible packaging solutions to meet the brief. They must take account of technical, operational, and practical limitations including timescales and budgets. Solutions must be regulatory compliant, accessible, inclusive and in line with company policy,

procedures, and requirements. They must adhere to ethical principles and the UN sustainability development goals.

Typical job titles

Packaging designer

Packaging development manager

Packaging innovation technologist

Packaging manufacturing lead or manager

Packaging operations manager

Packaging professional

Packaging project manager

Packaging specialist

Packaging technical sales

Packaging technologist Senior packaging technologist

Are there any statutory/regulatory or other typical entry requirements?

Yes

Entry requirements

Whilst any entry requirements will be a matter for individual employers and higher education institutions, typically an apprentice might be expected to have already achieved GCSE Maths and English on entry.

Occupation duties

Duty	KSBs
	K1 K2 K3 K6 K8 K9 K10 K11 K13 K15 K16 K18 K19 K22 K23 K24 K25 K26 K27 K28 K29 K30 K31 K32 K33 K34 K36 K39 K44 K46
Duty 1 Conceptualise and develop new packaging products and features in response to briefs, requirements, and trends.	S1 S4 S8 S9 S10 S13 S14 S15 S16 S17 S18 S19 S20 S21 S22 S25 B3 B7

Duty	KSBs
<p>Duty 2 Produce and assess prototypes for materials, formats, designs, functionality, and cost.</p>	<p>K1 K2 K3 K4 K6 K8 K9 K10 K11 K15 K18 K22 K23 K25 K26 K27 K28 K30 K34 K36 K38 K44</p> <p>S2 S3 S4 S8 S9 S12 S13 S14 S15 S16 S18 S20 S22</p> <p>B3 B7</p>
<p>Duty 3 Design and run or support trials to check packaging for suitability and performance under various conditions.</p>	<p>K1 K2 K3 K5 K6 K7 K8 K9 K10 K11 K12 K15 K17 K18 K20 K21 K22 K23 K24 K25 K26 K27 K28 K30 K33 K34 K36 K38 K44 K45 K46</p> <p>S2 S3 S4 S5 S8 S9 S13 S14 S15 S16 S18 S20 S21 S22 S23 S25</p> <p>B6 B7</p>
<p>Duty 4 Develop and manage packaging specifications.</p>	<p>K15 K16 K22 K23</p> <p>S8 S15 S16 S18 S20</p> <p>B7</p>
<p>Duty 5 Conduct or support supplier technical evaluation, selection, and negotiation.</p>	<p>K14 K18 K20 K21 K23 K29 K33 K37 K44 K47</p> <p>S2 S4 S5 S8 S10 S14 S15 S16 S18 S20 S21 S25 S29</p> <p>B2 B3 B6 B7</p>
<p>Duty 6 Monitor and review on-going packaging performance through the product life cycle.</p>	<p>K4 K5 K7 K15 K16 K18 K22 K23 K29 K30 K31 K33 K34 K38 K47</p> <p>S2 S3 S4 S8 S10 S14 S15 S16 S18 S19 S20 S22 S23</p> <p>B7</p>
<p>Duty 7 Identify opportunities for continuous improvement or innovation to stakeholders.</p>	<p>K1 K2 K3 K6 K8 K9 K10 K11 K18 K20 K21 K22 K23 K24 K25 K26 K27 K28 K36 K37 K38 K39 K44</p> <p>S1 S2 S3 S4 S8 S13 S14 S15 S16 S17 S18 S19 S20 S21 S22 S23 S25 S29</p> <p>B2 B6 B7</p>
<p>Duty 8 Identify solutions that improve sustainability.</p>	<p>K1 K2 K3 K6 K8 K9 K10 K11 K18 K20 K21 K22 K23 K24 K25 K26 K27 K28 K30 K31 K32 K33 K34 K36 K38 K39 K44 K46 K47</p>

Duty	KSBs
	S1 S2 S3 S4 S8 S13 S14 S15 S16 S17 S18 S19 S20 S22 S23 S25 S29 B2 B3 B7 K12 K14 K20 K21 K22 K23 K29 K35 K40 K41 K42 K44 S4 S5 S6 S8 S10 S11 S15 S16 S17 S18 S19 S20 S21 S22 S24 S25 S26 S27 S28 S29 S30 B2 B3 B4 B5 B6 B7 K12 K13 K17 K18 K20 K21 K22 K23 K29 K31 K38 K40 K42 S2 S4 S5 S6 S7 S8 S9 S10 S11 S15 S16 S17 S18 S19 S20 S21 S22 S23 S24 S25 S26 S27 S28 S29 S30 B1 B2 B3 B5 B6 B7 K12 K17 K20 K21 K22 K23 K29 K40 S5 S6 S8 S9 S10 S11 S15 S16 S17 S18 S19 S20 S21 S22 S24 S25 S26 S27 S28 S29 S30 B1 B2 B5 B6 B7 K20 K21 K40 S15 S16 S17 S18 S25 S27 S28 S29 S30 B2 B6 B7 K18 K39 K43 S14 S18 S31 B8
Duty 9 Manage relationships with stakeholders, functions, and teams.	
Duty 10 Manage projects.	
Duty 11 Manage or lead packaging development or packaging manufacturing teams.	
Duty 12 Provide packaging technical support to others. For example, internal colleagues, customers, and suppliers.	
Duty 13 Maintain expert knowledge through continuous professional development.	

KSBs

Knowledge

K1: Purpose of packaging: inform the consumer, contain, protect, promote, and preserve the product.

K2: Requirements of packaging: environmental, social, and economical sustainability.

K3: Packaging materials: wood, fibreboard, glass, plastics, polymer, metals, composite, and composite materials; their properties and application.

- K4:** Material performance testing requirements and methods.
- K5:** Finished pack performance testing requirements and methods.
- K6:** Customer and consumer requirements throughout the package's lifecycle.
- K7:** Consumer testing requirements and methods.
- K8:** The interactions between machine, process, materials, and product.
- K9:** New and emerging materials and their potential applications at scale.
- K10:** Conversion technologies - the process of raw material to end packaging: moulding, forming, printing, cutting, laminating, folding, and gluing.
- K11:** Filling, packing and labelling processes and systems: form, fill, seal, and collate.
- K12:** Project management tools and techniques.
- K13:** Financial considerations: budgeting, costing, profit and loss.
- K14:** Supplier management: specifications, contractual agreements, procurement, standards for approving suppliers (ethical, quality and compliance certifications), methods of ensuring operational compliance (key performance indicators, scorecards).
- K15:** The role of quality assurance and control in packaging; the types of quality checks undertaken throughout the lifecycle.
- K16:** Packaging legislation and standards: security and anti-tampering, packaging essential requirements, dangerous goods, packaging waste, good manufacturing practice, and logistic standards. Impact of product specific legislation. Labelling requirements.
- K17:** Health and safety considerations. Health and safety regulations: Health and safety management and Health and safety at work. Risk assessment and safe systems of work.
- K18:** Research and enquiry techniques: primary and secondary research, quantitative and qualitative, validity and bias.
- K19:** Principles of marketing as it relates to packaging: 4 P's: place, price, product, and promotion.
- K20:** Written communication styles and techniques.
- K21:** Verbal communication styles and techniques.
- K22:** Digital systems, software, and tools used by packaging professionals.
- K23:** Packaging documentation: specifications, technical drawings, protocols, and reports.
- K24:** Digital connectivity and smart packaging. Impact of artificial intelligence (AI) on packaging.
- K25:** Packaging categories: primary, secondary, and tertiary.
- K26:** The principles of packaging design: functional and inclusive design.
- K27:** Graphics in packaging: artwork creation and reprographics, and colour management.
- K28:** Printing and decorative technologies and their applications.

K29: Ethical principles and the UN sustainability development goals: environmental, social, and governance (ESG).

K30: The potential impact of packaging on sustainable development and strategies to reduce its impact: reduce, reuse, recycle, recover, resource consumption, and carbon emissions.

K31: Environmental impact measurement techniques.

K32: Design for sustainability; design for recycle and recovery, cradle to grave principles.

K33: Levers for influencing packaging sustainability; life cycle assessment, customer strategies, and impact of non-government and industry organisations.

K34: Packaging environmental compliance requirements, trends, and impact on practice.

K35: Principles of equity, diversity and inclusion.

K36: Packing development and emerging technologies.

K37: Value chain analysis and the principles of continuous improvement.

K38: Fault finding and problem-solving techniques.

K39: The innovation process. Innovation development techniques. Innovation funding and incentives. Legal implications.

K40: Characteristics of effective teams. Coaching and mentoring techniques.

K41: The principles of interpersonal skills: influencing, negotiation and dealing with difficult situations.

K42: The principles of knowledge sharing, coaching and mentoring.

K43: Planned and unplanned CPD and recording methods.

K44: Supply chain requirements: logistics, storage, transportation, and conditions required for packaging components and finished goods.

K45: Line design and the concept of production efficiency.

K46: Material waste management through the product and supply chain life cycle.

K47: The circular economy and application of circular economy models.

Skills

S1: Apply creative thinking techniques to generate ideas.

S2: Collect, analyse, interpret, evaluate, and apply technical data.

S3: Conduct physical measurement and testing of materials and packs.

S4: Identify, review, and select techniques, procedures, and methods for tasks. For example, line trials and change management.

S5: Apply project management tools and techniques.

S6: Plan and manage own time.

- S7:** Identify costs and create a draft budget for sign-off.
- S8:** Identify and apply quality and performance standards. For example, internal, product quality, transit safety, and food safety.
- S9:** Apply safe systems of work.
- S10:** Carry out risk identification, assessment, and management.
- S11:** Identify factors affecting project implementation.
- S12:** Use techniques and tools for prototyping, for example process or product development.
- S13:** Evaluate and select ideas.
- S14:** Apply research techniques. For example, market research, consumer testing, desktop research, academic and literature research.
- S15:** Produce written content and prepare technical information. For example, draft and final specifications, purchase agreements, contracts, and technical reports.
- S16:** Apply communication techniques to inform technical and non-technical colleagues and stakeholders.
- S17:** Prepare and deliver presentations.
- S18:** Use digital tools. For example, project management, computer aided engineering, business management systems, and palletisation software.
- S19:** Assess environmental, social, and economical sustainability factors. For example, life-cycle analysis.
- S20:** Identify and apply environmental sustainability regulations, standards, and guidance.
- S21:** Apply and promote policies and practices to support equity, diversity, and inclusion.
- S22:** Apply critical thinking and problem-solving techniques.
- S23:** Apply continuous improvement techniques.
- S24:** Monitor and evaluate individual and team performance.
- S25:** Provide advice and guidance to others.
- S26:** Identify and agree objectives with individuals and teams.
- S27:** Apply knowledge sharing, coaching and mentoring techniques.
- S28:** Build and maintain collaborative working relationships.
- S29:** Use negotiation and influencing techniques with colleagues or stakeholders.
- S30:** Share and evaluate feedback on individual and team performance.
- S31:** Develop and extend professional knowledge.

Behaviours

- B1:** Take responsibility for own and others health, safety, and wellbeing.

B2: Positive role model for the packaging profession.

B3: Prioritise and promote environmental, social, and economically sustainable practices.

B4: Contributes to equity, diversity, and inclusivity in the workplace.

B5: Adaptable, flexible, and resilient in challenging or changing environments.

B6: Collaborate with others for example, within teams, across disciplines, and external stakeholders, promoting inclusion.

B7: Take responsibility for the quality of work and enable others to work to high standards. For example, proactive, decisive, self-reliant, and motivated.

B8: Committed to self-development, decisive, self-reliant, and motivated.

Qualifications

English and Maths

Apprentices without level 2 English and maths will need to achieve this level prior to taking the End-Point Assessment. For those with an education, health and care plan or a legacy statement, the apprenticeship's English and maths minimum requirement is Entry Level 3. A British Sign Language (BSL) qualification is an alternative to the English qualification for those whose primary language is BSL.

Does the apprenticeship need to include any mandated qualifications in addition to the above-mentioned English and maths qualifications?

Yes

Other mandatory qualifications

BSc (Hons) Packaging Professional

Level: 6 (integrated degree)

Professional recognition

This standard aligns with the following professional recognition:

- Institute of Materials, Minerals and Mining for Accredited Packaging Professional [TBC]

Consultation

To be completed

Progression Routes

[ST0480 Senior leader 1.2 L7](#)

Supporting uploads

Mandatory qualification uploads

Mandated degree evidence uploads

Professional body confirmation uploads

Involved employers

Subject sector area

4.2 Manufacturing technologies