

In an increasingly Globally competitive world, there is more and more emphasis being placed on qualifications as a pre requisite to job entry.

This enables employers to de-layer by entrusting the shop floor with decision making and problem solving resulting in a sleeker more efficient organisation that is agile and able to meet and exceed ever changing consumer expectations.





The Institute of Brewing & Distilling

The Institute of Brewing & Distilling (IBD)

The IBD was founded in 1886 (126 years ago) as the Laboratory club in London. The seven sections amalgamated in 1904 to form the IOB (Institute of Brewing) Later the IGB (Institute and Guild of Brewing) and most recently the IBD

It has been offering professional technical training and examination's for over 80 years

Commencing with the Fundamentals of Brewing and Distilling, the Diploma in Brewing and culminating in the Master Brewer examinations they offer an Internationally recognised benchmark against which employers can measure prospective employees.

The IBD examinations are written globally and in 2011, over 1400 candidates wrote more than 1800 IBD examinations

In 2012 this number exceeded 2000 IBD examinations with the growth rate at 5-10% a year.





The Institute of Brewing & Distilling

The stated purpose of the IBD is “the advancement of education of benefit to the public or a section of the public, specifically in the sciences of brewing, fermentation and distillation.”





The Institute of Brewing & Distilling

Many Brewers have been appointed into positions with no formal brewing qualification but may have the correct background or may have been appointed out of necessity to the positions they currently hold.

With no clear career path, how do these incumbents meet their aspirations of advancement and recognition within the organisation?

The Brewers Diary has been created as a vehicle to create clear guidelines for the incumbent to follow to increase their knowledge of their workplace in a clear and structured manner.





The Institute of Brewing & Distilling

The Brewers Diary.

This was created in response to requests for an informal syllabus that followed the IBD guidelines.

The Brewers Diary has the same syllabus as the Fundamentals of Brewing examination but there is no formal written assessment at the end.

The Diary is a structured work book whereby a candidate can document, draw and annotate, or research a subject to answer the question in the diary.

A strong set of notes accompanies the diary providing reference material for the incumbent.





The Institute of Brewing & Distilling

The Brewers Diary.

At every step of the way during scheduled mentoring meetings the mentor will be on hand to maintain the standard of work and to guide or help the incumbent with any material, explanation, drawing to complete the diary to a satisfactory standard.

The Diary is completed at the incumbents own pace but should be within an agreed timeframe with some stretch





The Institute of Brewing & Distilling

Brewers Diaries – A fundamental approach to improving shop floor competence

Presented by :
Malcolm du Toit
Brewing Consultant
SABMiller
2 Jan Smuts
Braamfontein
South Africa



An example of one page of the Brewer's Diary;



Brewer's Diary

A. Malt, Coloured Malts and Malt Handling

1. List and identify the various malts in use in your brewery and in what brews they are used and why they are used, e.g. what they supply to the wort and hence the final beer.



Malt	Brews	Reason for Use
A.		
B.		
C.		
D.		
E.		
F.		

2. For all the malts identified above, identify the supplier.

Malt A:

Malt B:

Malt C:

Malt D:

Malt E:

An example of one student in Tanzania filling in the diary

RAW MATERIALS

A. Malt, Coloured Malts and Malt Handling

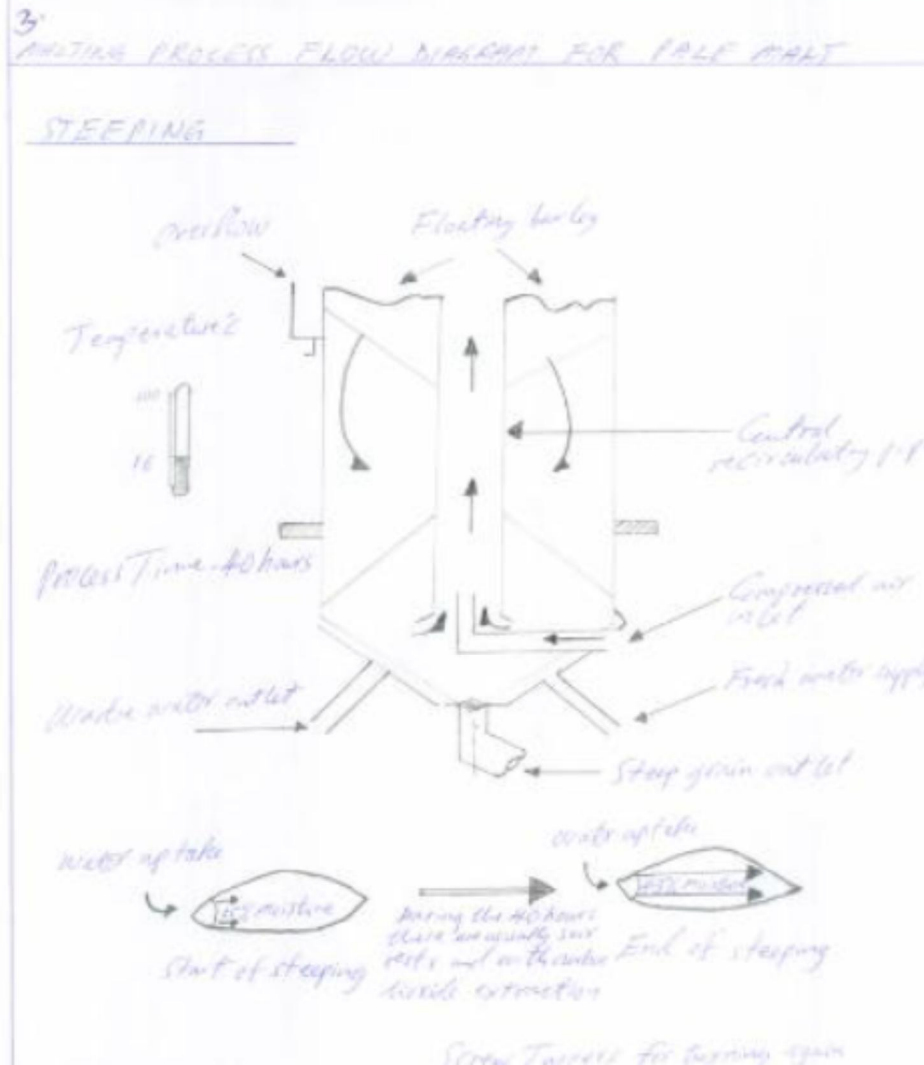
1. List and identify the various malts in use in your brewery and in what brews they are used and why they are used. eg. what they supply to the wort and hence the final beer.

Malt	Brews (Brands)	Reason for Use
A. Pale Malt	<ul style="list-style-type: none"> • Safar Lager • Kilimanjaro Premium Lager • Carib Lager • Castle Lite • Castle Milk Stout • Ndovu Special Malt • Grand Malt • Vita Malt • Peroni Nastro Azzurro 	It supply the following:- • Starch and Enzymes, starch attacked by enzymes to produce sugar that yeast can ferment to give alcohol and CO ₂ . For Vita Malt and Grand Malt the process end on sugar as they are non-alcoholic brands.
B. Crystal Malt	<ul style="list-style-type: none"> • Ndovu Special Malt 	<ul style="list-style-type: none"> • Used to provide a rich red colour and distinctive flavour. • It provide extract in very small extent.

Another example from the diary – a drawing of steeping



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Conclusion;

The Brewers Diary is a cost effective way to increase fundamental knowledge of Brewing in the workplace

Cost of the Diary is £ 215 which includes the Diary and a comprehensive set of notes which the student can refer to.

It also includes a guide for the candidate and mentor to make best use of the Brewers diary

Regular meetings foster a closer relationship between the mentor and the candidate

