



**Food & Drink Manufacturing
UK (& Scotland)
August 2015**

ten live®

SKILLS SHORTAGES & SOLUTIONS



Highlights

- To meet the UK government’s growth target of 20% by 2020 of over £115bn turnover and to replace those retiring or leaving the industry, the UK food & drink manufacturing industry will require 109,000 new staff over the next 10 years. Key UK skills shortages include higher-level skills in R&D, science, technology and engineering related roles along with senior/management roles and front-line production staff
- In Scotland an increase of 16,000 new recruits required is forecast between 2007 and 2017 to meet the Scottish government’s target of £16.7bn turnover by 2017, 45% of which are managerial and senior roles and shortages in technical disciplines of food science, technology, engineering and specialisms such as maintenance engineering
- Employers, industry bodies and educators must continue to collaborate to attract young talent and demonstrate attractive career prospects within the industry and equip the industry’s future workforce with the right skills if the industry’s targets are to be achieved – including apprenticeships, skills partnerships, centres of excellence, new qualifications and training initiatives

UK Food & Drink Manufacturing - A Growing Industry

Food & Drink is the UK’s largest manufacturing industry, accounting for 16% of the UK’s total manufacturing industry by value in 2014. In 2014 food & drink manufacturing turnover was £96bn, with exports £18.8bn in 2014. £1.1bn is invested annually in research & development in food & drink manufacturing, with 16,000 new products launched annually. The UK government has set a target to industry the sector by 20% by 2020



UK Food & Drink Manufacturing - Key UK Employer

UK food & drink manufacturing employs 444,000 people directly and as many as 1.2m in related-food services. 65% of employees are men and 35% women, with 94% full-time and 20% of employees are graduates. Starting salaries for food scientists and technologists can be between £20-£25k, with experience, rising to between £30- £45k. The number of non-UK nationals employed in food manufacturing has risen from 26% in 2010 to 36% in 2014. High staff retention and stable employment in the sector - food manufacturers say that the average length of time their employees stay with them is 9 years



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UK Food & Drink Manufacturing - Skills Shortages

Over 109,000* new staff will be required by the UK food & drink manufacturing sector to meet the government's target and to replace those retiring or leaving the sector in the next 10 years, particularly higher-level skills, in R&D, science, technology and engineering related roles. The sector needs to recruit more than 49,000 new skilled professionals and top managerial positions along with 29,000 front-line production staff

*Note: This figure is down from the 170,000 forecast in 2012, due to increasing automation, new technology and efficiency gains



Engineering Skills Shortage

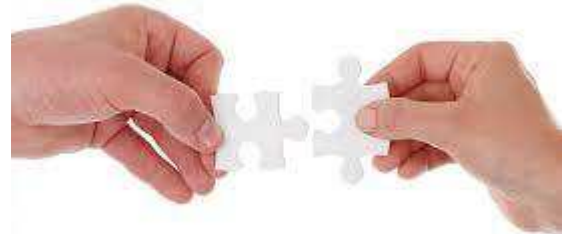
Driven by increasingly innovative engineering solutions, the sector will require a future supply of highly-qualified food and drink engineers. However, the industry faces intense competition from other sectors for engineering graduates - the UK produces 46,000 engineering graduates each year, yet has annual demand for 87,000.

UK Food & Drink Manufacturing - Tackling The Skills Shortage

Industry Skills Partnership

In September 2014 the government launched an **Industry Skills Partnership** (along with companies such as Thorntons, Nestle, Arla, Britvic, 2Sisters, trade groups and retailers) covering the whole of the food and drink manufacturing and processing sector in England, to address the shortage of homegrown food & drink engineers which has caused the industry to be reliant on an immigrant workforce

Among the "Big Industry Issues" the new partnership will tackle will be helping to fill 500 vacancies and address a chronic shortage of food scientists and production engineers with knowledge and experience of the food industry by matching employers with recruits



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UK Food & Drink Manufacturing - Tackling The Skills Shortage

Making the industry a career destination of choice for school leavers and students

Employers and industry bodies such as the IFST (Institute of Food Science and Technology) are investing heavily to attract the next generation of food & drink employees and ensure that they have the right skills, attitudes, technical and professional qualifications to be eligible to fill future vacancies when they enter the labour market. A number of initiatives have been launched;



Taste Success/TastyCareers

Taste Success is a careers campaign run by the Food and Drink Federation on behalf of food and drink manufacturers promoting the industry as a career of first choice to the 13-19 year-old age group. In March 2015 the National Skills Academy for Food & Drink launched Tasty Careers (tastycareers.org.uk) to encourage more young people into the industry, a one-stop information portal for careers in the food and drink industry, including work experience, posts for graduates and apprenticeships

FoodStart

In 2014 the IFST (Institute of Food Science & Technology) launched FoodStart, a free-to-use online platform for any food & drink employer to promote their work experience opportunities (from schools-based programmes to graduate placements and internships) for students at all levels who are considering a career in food. Students using the website will be encouraged to log and track their individual experiences, building towards a specially recognised portfolio of experience. The FoodStart website currently has the backing of Jamie Oliver, Warburtons, Waitrose, Cornelius Group, Adelie, FTC, Barfoots, DNV-GI, R-Biopharm Rhone and Leatherhead Food Research

'Your Life' - Recruiting Women Into STEM roles

With women currently underrepresented in the food and drink industry (35% women vs 65% men), a national campaign 'Your Life' was launched in May 2014 by the Food & Drink Federation to recruit women into STEM roles in the industry by boosting their STEM skills.

The FDF made a number of pledges with 6 headline priorities including doubling the number of food and drink manufacturing factory visits for girls over the next 12 months, with the aim of reaching over 100 female students by May 2016.



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UK Food & Drink Manufacturing - Tackling The Skills Shortage

New Food Engineering Training & Qualifications

In July 2014 a **National Centre of Excellence for Food Engineering** was launched at Sheffield Hallam and by 2017 will be the leading facility in the UK, containing flexible, food and drink industry-grade production space and laboratories. **Over 40 companies - including Mars, Nestle UK and Warburtons** - have already pledged their support and offered work placements, facilities, factory visits, guest lectures and advice



An **MEng Food Engineering** course at Sheffield Hallam University was also launched in Sept 2014 at the Centre, **the UK's first degree dedicated to food engineering** supported by companies including UK, Coca-Cola Enterprises, Mondelēz International, Arla Foods, Mars UK, McCain Foods, Premier Foods, Warburtons and PepsiCo. A part-time BEng (Honours) Food Engineering and an MSc Food Manufacturing Engineering are also being developed, both starting September 2015

Case Study Pepsico - Three years ago Pepsico were really struggling to recruit high engineering talent to fill some of their roles – *“enrolling on this course puts students in the shop window and this degree programme gives them the best chance of success in a competitive industry.”* Ian Rigby, Site Engineering Manager at PepsiCo UK and student mentor for the course.

New Schemes To Promote Professional Development In The Food & Drink Industry

At the end of 2014 the IFST launched a **Register of Food Safety Professionals**, a professional accreditation

The IFST already runs a Registered Science Technician (RsciTech) scheme which provides professional recognition for those working in technical and a **Certified Food Scientist (CFS)** scheme - the only global certification for food science professionals and **Advanced Training Partnerships (ATPs)** offer postgraduate level training to employees working in UK agri-food industries





UK Food & Drink Manufacturing - Tackling The Skills Shortage

Apprenticeships

Apprenticeships are vital to plug the skills gap says the Food and Drink Federation (FDF). Whilst food & drink manufacturing provides entry points at all levels, apprenticeships are very much at the forefront of the sector's efforts to create a highly skilled workforce to meet future skills needs

In August 2011, the FDF pledged to double the number of apprenticeships available in the food and drink manufacturing sector in England and Scotland by the end of 2012. However, the FDF smashed its target, with the number of Apprenticeships in the sector actually quadrupling from 1,711 to 7,535.

In 2012 49% of those who began a food & drink apprenticeship were aged 25 and over, partly due to the level of skill needed to work in the sector

In 2013 food and drink manufacturing was chosen by the Department for Business, Innovation and Skills as one of eight "trailblazers" to develop new standards for apprenticeships, with the goal of making them more rigorous and responsive to the needs of employers in **Food & Drink Operations, Production & Processing, Food & Drink Quality Assurance, Production Development & Food Science and Bakery** supported by a large number of food & drink employers



In National Apprentice Week March 2015 the Food & Drink Federation pledged to increase the number of technical level 3 and above apprenticeships by 20% by 2017

New National Occupation Standards – Food Technology/Food Engineering & Apprenticeships

In 2015 the National Skills Academy for Food & Drink issued an open invite for food firms to get involved in a summer-long review of National Occupational Standards (NOS) in 2015, to have their say on new building block standards designed to drive professional job performance in crucial food technologist and food engineering roles and apprenticeships



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Food & Drink Industry Scotland

The food & drink industry in Scotland is one of Scotland's largest employers, with an annual turnover of £13.9bn. Over the last five years, the food and drink sector has been Scotland's best performing domestic sector and its fastest growing export sector

Scotland Food & Drink is the industry leadership organisation established in 2007 to grow the sector and build the nation's reputation as "A Land of Food and Drink". Its collective mission is to grow the food & drink industry to a value of £16.5bn by 2017, of which £7.1bn is from exports. The industry employs 360,000 people throughout the supply chain; around 1 in 7 of all Scottish jobs



Food & Drink Manufacturing Scotland

Food & drink manufacturing is Scotland's largest manufacturing sector with an annual turnover of £10.4bn, exports of £5.9bn, employing 43,300 people 65% of food and drink employers in Scotland recruited in the last 3 years

Food & Drink Industry Scotland – Skills Shortages

Scotland has an ageing workforce profile with around a third of staff set to retire by 2020, with just 11% of the workforce in 2013 under the age of 24

In Scotland 16,000 new recruits are forecast required between 2007 and 2017, 45% of which are managerial and senior roles along with skills shortages in technical disciplines such as food science, technology, engineering and specialisms such as maintenance engineering



As an increasingly automated industry using the latest production techniques with intense marketplace demands for new products and product innovation, the sector has high demand for highly skilled young talent to enter the industry, particularly in the areas of food technology, food science, engineering, lean Production, management and professional

In 2015/2016 the SFDSA (Scottish Food & Drink Skills Academy) also argue that the industry needs people with the skills that will make businesses more productive, need more entrepreneurs and people who can lead, along with others who are experts in marketing, design and branding

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Food & Drink Industry Scotland - Tackling the Skills Shortages

Modern Apprenticeships

Modern Apprenticeships are playing a vital role in replacing and updating skills in an industry making increasing use of automation and modern technology and with an aging workforce profile where many experienced workers are nearing retirement and new blood is needed - “the apprenticeship route is a hugely important way to build our talent pipeline”

1,180 people took up a Modern Apprenticeship in Scotland’s Food & Drink Manufacturing industry in 2014, with 810 people completing their Modern Apprenticeship in the industry in 2014



Over the past five years, the equivalent of 8% of Scotland’s 43,500 food & drink manufacturing workforce have completed apprenticeship training

In Scotland, where there is currently no food industry designed Modern Apprenticeship in engineering, industry agreement to revised NOS will lift the starting gate on establishment of a food and drink engineering maintenance qualification and apprenticeship

More than three quarters of employers say Modern Apprenticeships are important or vital to their business and 96% say those who have completed an apprenticeship are better able to do their job

Recent highlights among apprenticeships include:

BrewDog is currently in the process of signing up 16 Modern Apprentices for their packaging team

Scottish Sea Farms have 21 Modern Apprentices currently taking part in distance learning provided by Shetland’s NAFC Marine Centre

Burn Stewart Distillers hired five Modern Apprentices under the Tasty Jobs initiative who are now undertaking Modern Apprenticeships in Food Manufacturing Excellence which covers the latest approaches and techniques in production management



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Food & Drink Industry Scotland - Tackling The Skills Shortages

Scottish Food & Drink Federation's 'A Future in Food' Programme

Since its launch in 2011 more than 70 companies have forged partnerships with schools across Scotland to increase awareness of career opportunities in the sector, engaging with over 3,000 students and also proactively encouraged and participated in the development of a number of food manufacturing qualifications, supported by companies such as Walkers of Aberlour, Warburton's, Muller Wiseman Dairies, Turncocks Biscuits, Agricola, Kettle Produce, Border Biscuits. Scottish Food and Drink Skills Academy's (SFDF) 's 'A Future in Food' has also been involved in the development of the following qualifications: Skills for Work – Food Manufacture Level 5, National Progression Award – Food Manufacture Level 6 and BSc (Hons) Applied Science



Drink Industry – New Qualification

In 2014 leading micro-brewers began collaborating with Skills Development Scotland to develop new qualifications and training to improve skills, attract new entrants and provide career development for those already employed within the industry. Work is now under way to develop a new qualification and learning framework based on an existing qualification available in other parts of the UK. Among the plans being examined is the creation of a Modern Apprenticeship in Brewing



New Qualifications 2015 - Maintenance Engineering/ Entry Level Science & Technology

In July 2015, with the significant skills shortages in Maintenance Engineering and a lack of provision in entry level Food Science and Technology which is making recruitment and training opportunities increasingly difficult, the SFDSA is looking to address these issues by;

- i. Carrying out a review for a brand new qualification - Food and Drink Maintenance Engineering (MA)
- ii The contextualisation of a Food and Science Technology qualification
- iii. A new SVQ in Food and Drink Engineering Maintenance (FDEM) is also to be launched in 2015

New Network of Excellence

A Network of Excellence was set up by the Scottish Food and Drinks Skills Academy in March 2015, comprising only education institutions and specialist industry training companies to provide world-class vocational education and training opportunities for Scotland's food and drink sector

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- ❖ ISO, Six Sigma, TPM
- ❖ Training
- ❖ Risk Assessment
- ❖ QHSE Consultancy

Your Food & Drink Industry Resourcing Contacts

Martin Bell – Resource Manager

- Highly- experienced, all-round resource manager providing permanent & contract solutions with Senior Executives and Operational Support
- A management & development specialist in the Manufacturing, Hospitality, Technical, IT, Finance sectors. Global focus with specialist Europe & Asia Pacific experience
- Martin is Founder member and Bass player of Big Vern 'n' The Shootahs as well as playing with Jimmy & Lee from Scottish legends Nazareth in rock trio BAM, enjoying global success in the Music Industry
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Joanne Telfer – Director

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