

# Current and Future Skills Needs in UK Food and Drink Manufacturing

IFST Education Forum 10 September 2015

[Moira.stalker@sdf.org.uk](mailto:Moira.stalker@sdf.org.uk)

0141 636 5498

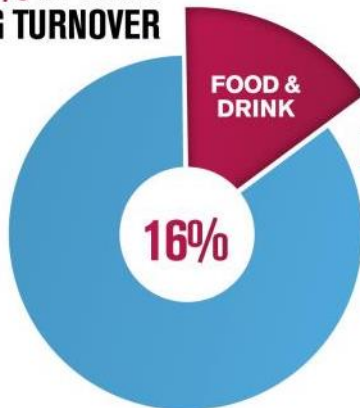
# Member Focus



# The UK Food and Drink Manufacturing Industry: FDF's Competitiveness Workstream



WE ACCOUNT FOR  
ALMOST **16%** OF TOTAL  
MANUFACTURING TURNOVER



MAKING US  
THE LARGEST  
MANUFACTURING  
SECTOR

WE WILL NEED  
**170,000 NEW RECRUITS**  
BY 2020



TO MEET THE  
SKILLS NEEDS  
OF THE SECTOR

WE SELF-FUND  
**THREE QUARTERS**  
OF THE SECTOR'S  
RESEARCH &  
DEVELOPMENT



WE HAVE  
DOUBLED  
EXPORTS OVER  
10 YEARS TO  
**£12.8bn** IN  
2014...



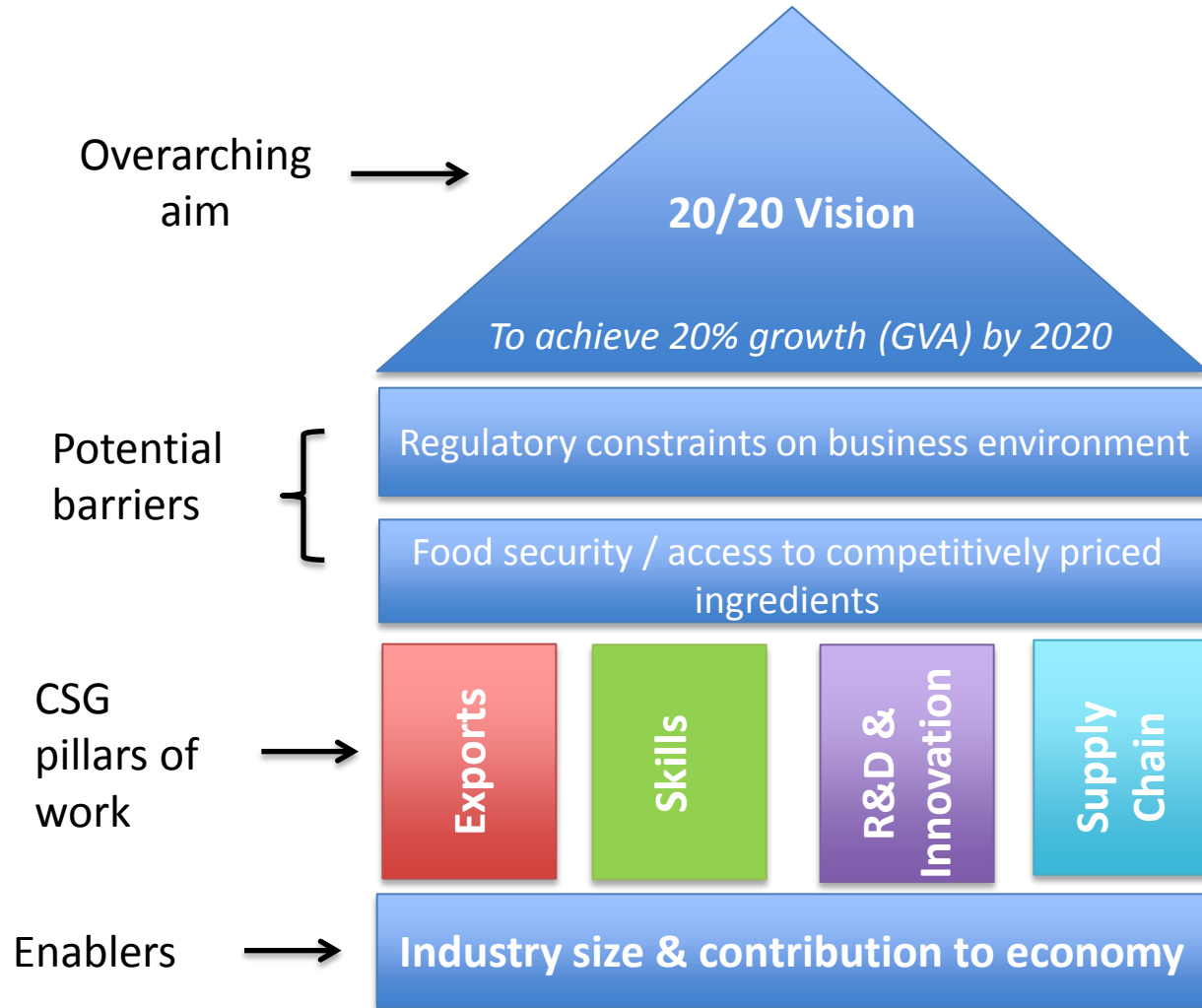
...BUCKING A  
DECLINE IN  
TOTAL UK  
EXPORTS

WE EMPLOY AROUND  
**400,000** PEOPLE



THAT'S MORE THAN  
THE POPULATION OF  
LEICESTER

# 2020 Vision and Supporting Pillars for Growth





# 20/20 Vision for Growth & the Skills Challenge



FDF, Defra & BIS shared vision for the UK food and drink industry to **deliver sustainable growth of 20% by 2020.**

To achieve it we need:

- Attract the best talent to our industry through a pipeline of employment-ready individuals
- Retain and develop our workforce



But we are faced with a **skills challenge**:

- Ageing workforce: 49% eligible to retire in next 20 years
- 109,000 jobs to be filled in food & drink manufacturing between 2012 and 2022
- Skills shortages in technical disciplines





# Skills Solutions

## Apprenticeships

- Pledge to grow Level 3 and above by 20% by 2017
- Trailblazer Standards with National Skills Academy for food and drink



## Careers Campaign – Taste Success

- Award winning videos and careers resources
- Attending events – Big Bang

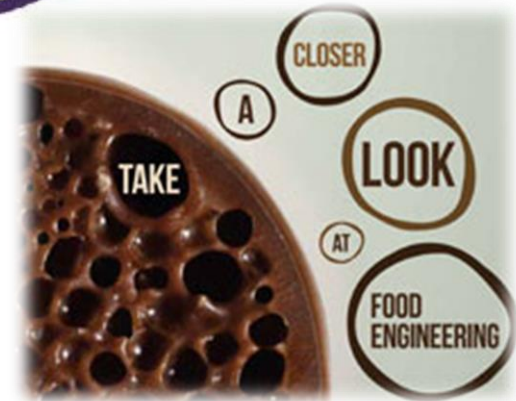


## Women into STEM Pledge (Your Life)

- Industry pledge to increase women into these careers

## Graduate Excellence

- UK's first engineering degree course for food & drink manufacturing
- Will create flow of highly talented engineering graduates
- IMechE accredited
- Industry support through paid placements, guest lectures and more



# Graduate Excellence

## Some of the top UK companies involved:



Associated  
British Foods  
plc

MARS



PEPSICO



WILLIAM JACKSON  
FOOD GROUP



TATE & LYLE  
SUGARS



Nestlé



Good Food, Good Life



UK  
Part of ABP Food Group



Part of the Intersnack Group

GENERAL MILLS





# Skills Solutions Scotland SFDF



## A Future in Food – SFDF Schools Programme

- **Promote** the food and drink industry as a “Career Destination of Choice”
- **Demonstrate industry relevance** over a broad range of subjects, in particular STEM.
- **Make connections** between what pupils are learning in school; qualifications and skills; employment opportunities and career pathways.
- **Inspire** pupils to make connections between the food on their plates and employment in the food and drink industry.
- **Resources** developed and freely available



## Pipeline of new recruits

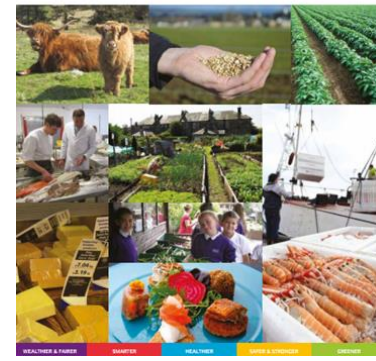
- Development of qualifications
- Strategic partnerships
- Links to Government Policy

## Careers Campaign

- Case studies, posters, films
- Curriculum support



Recipe for Success: Scotland's National Food & Drink Policy  
**Becoming a Good Food Nation**  
Discussion Document





# Food and Drink Skills Ambassadors



Challenge outdated perceptions about the sector

Encourage young people to explore careers in areas they may never have thought about before

Through helping with:

- Classroom activities/projects
- Speed career networking events
- Company site visits, teacher CPD
- Large events for school pupils and/or the general public
- All age groups – 18 to retirees
- Integrated with the SFDF Schools Programme
- Linked in to the STEM Ambassadors Programme



[www.fdf.org.uk](http://www.fdf.org.uk)

[www.sfdf.org.uk](http://www.sfdf.org.uk)

<http://www.tastesuccess.co.uk/>

<https://www.youtube.com/user/FDFchannel>