

IFST Education & Skills Forum

Food & Drink Sector Council Workforce and Skills

20 November 2018

The Food and Drink Sector Council

Purpose

- Represent farm-to-fork food chain in partnership with Government

Objective

- Improve productivity and sustainability of industry

Ways of working

- Provide a mechanism to develop industry-led solutions
- Strengthen partnership between UK Government and industry
- Engage relevant Government departments and organisations

Food & Drink Sector Council members

MEMBER	ORGANISATION
Iain Ferguson CBE	Stobart Group (CO-CHAIR)
Sally Warren	DEFRA (CO-CHAIR)
Judith Batchelar OBE	Sainsburys
Gavin Darby	Premier Foods
Leendert den Hollander	Coca-Cola European Partners
Graham Hutcheon	Edrington
Sir Peter Kendall	AHDB
Dame Fiona Kendrick	Nestle UK & I
Minette Batters	NFU
Rt Hon Lord Deben	Sancroft
Ursula Lidbetter	Greater Lincolnshire LEP
Andy Richardson	Volac
Cassandra Stavrou	Propercorn
Nick Varney	Merlin Entertainments
George Weston	ABF
Nick Whelan	Dale Farm
Jo Whitfield	Co-op Food
Ian Wright CBE	Food and Drink Federation 3

The Food & Drink Sector Council



CO-CHAIRS
IAIN FERGUSON, INDUSTRY
SALLY WARREN, DEFRA

SECRETARIAT
INDUSTRY AND
DEFRA

SECTOR COUNCIL

**AGRICULTURAL
PRODUCTIVITY**

INNOVATION

LOGISTICS

NUTRITION

PACKAGING



WORKFORCE




EXPORTS

**FOOD & DRINK
MANUFACTURING
SECTOR DEAL**

FDSC

The Food and Drink Sector Council

WORK-STREAM	ANCHOR GROUP	OBJECTIVE
Agricultural Productivity		<ul style="list-style-type: none"> • Accelerate agricultural productivity growth
Innovation	Cross Industry	<ul style="list-style-type: none"> • Accelerate innovation across value chains
Logistics		<ul style="list-style-type: none"> • Maximise new tech. & business models
Nutrition		<ul style="list-style-type: none"> • Increase nutrient density of food through innovation development

WORK-STREAM	ANCHOR GROUP	OBJECTIVE
Packaging		<ul style="list-style-type: none"> • Provide sector voice to Government and shape policy framework
Workforce		<ul style="list-style-type: none"> • Develop future workforce for value chain
Export		<ul style="list-style-type: none"> • Support delivery of export services in Sector Deal
Food & Drink Industry Sector Deal		<ul style="list-style-type: none"> • Increase productivity focusing on export growth & engineering innovation

Secure an energetic, ambitious, world-class workforce to support the UK Food and Drink Industry's position as world leading producers of safe, innovative, quality, affordable and sustainably produced food and drink

Objectives

1. Coherent food chain voice / leadership to help design future skills policy
2. Long-term action plan to deliver highly motivated labour (at all skills levels)
3. Secure government support to implement key priorities within the plan

Workforce Core Group members



Fiona Kendrick	Nestlé UK & Ireland - Project lead
Ian Mace	Associated British Foods (ABF)
Tess Howe	Agricultural and Horticultural Development Board (AHDB)
Gary Dewin	Co-op Retail
Jonathan Back	Department for Environment, Food & Rural Affairs (Defra)
Janet Collins	Department for Education (DfE)
Angela Coleshill	Food and Drink Federation (FDF)
Andrew Richardson	Food & Drink Wales
Paul Wheeler	Kellogg's
Helen Watts	McCain Foods
Justine Fosh	National Skills Academy for Food & Drink
Andrea Graham	National Farmers Union (NFU)
David Wilkinson	Premier Foods
Stuart Comer	Sainsbury's
Kate Nicholls	UK Hospitality
Bob Webb	University of Nottingham

Workforce Consultative Group members



Teresa Frith	Association of Colleges
Mark Dawe	Association of Employment and Learning Providers (AELP)
Fionnuala Horrocks-Burns	British Retail Consortium (BRC)
Aimie Higgins	Careers and Enterprise Company
John Myer	Education and Skills Funding Agency
Chinara Rustamova	Federation of Small Businesses (FSB)
James Hookham	Freight Transport Association
Diane Wilford	Institute of Apprenticeships
Jon Poole	Institute of Food Scientists (IFST)
Fiona Miller	Institute of Grocery Distributors (IGD)
Val Braybrooks	Greater Lincolnshire LEP Skills Board member / University of Lincoln
Simon Tarr	People First
Gerry McBride	Skills Development Scotland
Diana Holland	Unite

Current Industry Challenges

- **Size**
 - Many SMEs, spread across UK
 - Difficult to access training and recruit locally
- **Image**
 - Viewed as low skilled, low-tech & low pay
 - Careers education too general
- **Skills shortages**
 - Upskilling for now and the future
 - Lack of technical courses
 - National shortage of drivers
- **Low Apprenticeship numbers**
 - Industry committed to growing apprenticeship numbers
 - But numbers remain low



Future Challenges & Opportunities



- **Brexit – 1 in 5 EU nationals employed in UK work in food and drink**
 - Access to labour at all skill levels will change
 - Flexibility will be constrained
- **Digitalisation – £55.8 bn value to FDM over next 10 years by adopting ‘known’ digital tech**
 - Grow sector productivity
 - Create higher skilled and better jobs

Current Task & Finish Groups

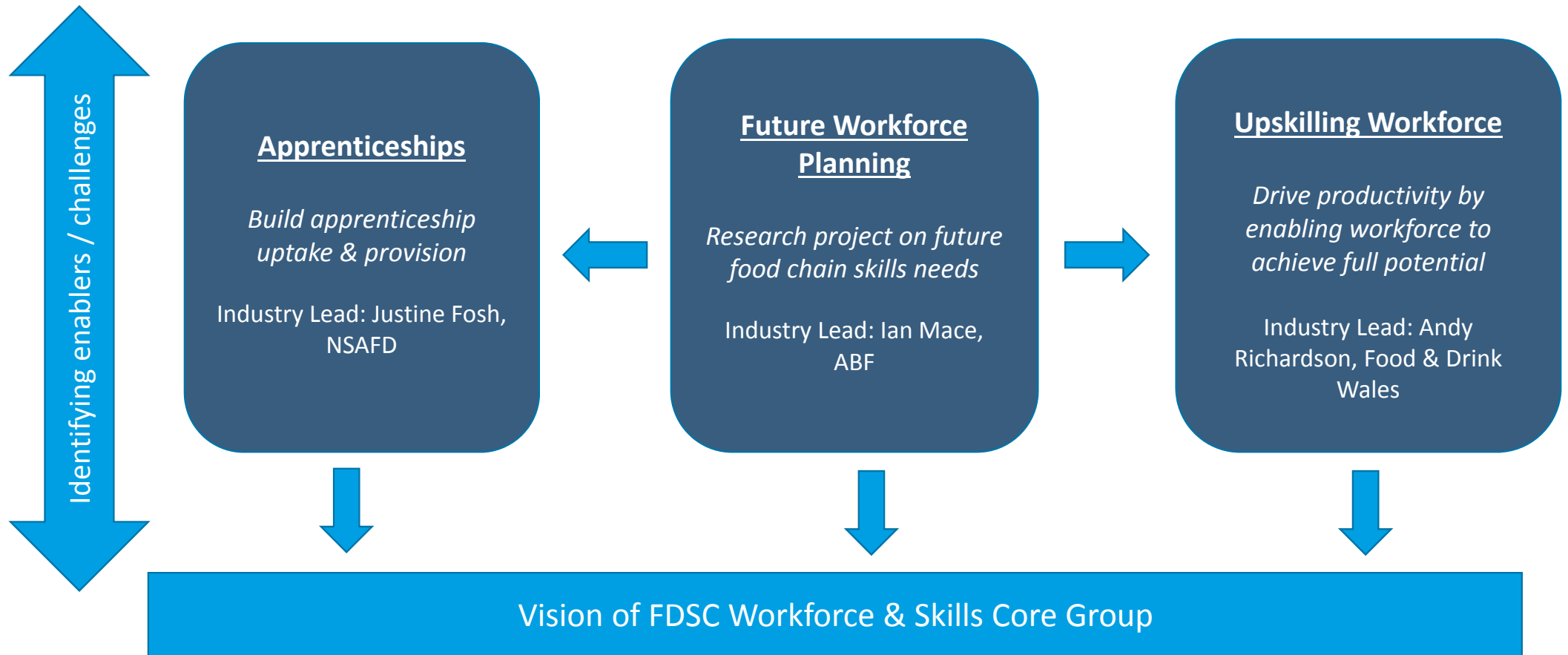


Image of the Food & Drink Industry



- Image is a complex issue – language, influencers, reflecting diversity
- There is an awareness problem.....
-But too many competing careers initiatives
- Government needs to help industry navigate these initiatives
- Core Group to review again using evidence from research project
 - Decide whether image is wider issue for Food & Drink Sector Council

Draft Recommendations: themes to discuss



Joint Industry / Government activity

1. Increase number of apprenticeships and T Level placements
2. Larger businesses to offer smaller businesses the opportunity to benefit from their levy
3. Communications campaign to ensure employers are informed customers on standards, 20% off the job training etc.
4. Collaboration to develop good, sector-specific provision that enables businesses to access STEM-related standards
5. Shared and clear messaging for current career campaigns across the food supply chain to promote a broader food message whilst recognising specific needs

Short to medium term asks of Government

1. Apprenticeship campaign to change perceptions and to recognise that apprenticeships are not just for new entrants but suitable for upskilling
2. Flexibilities to enable food chain companies to implement uniformed apprenticeships across their UK sites (e.g. a pilot to allow levy to be spent on employees in the devolved nations)
3. A future UK immigration policy that works for the food chain

Longer-term asks of Government

1. Food should become a recognised career route within the occupational route maps (instead of being split across hospitality, manufacturing and science).
2. T levels should build on the significant interest young people have in food and present a broad curriculum option before specialising into a specific food occupation