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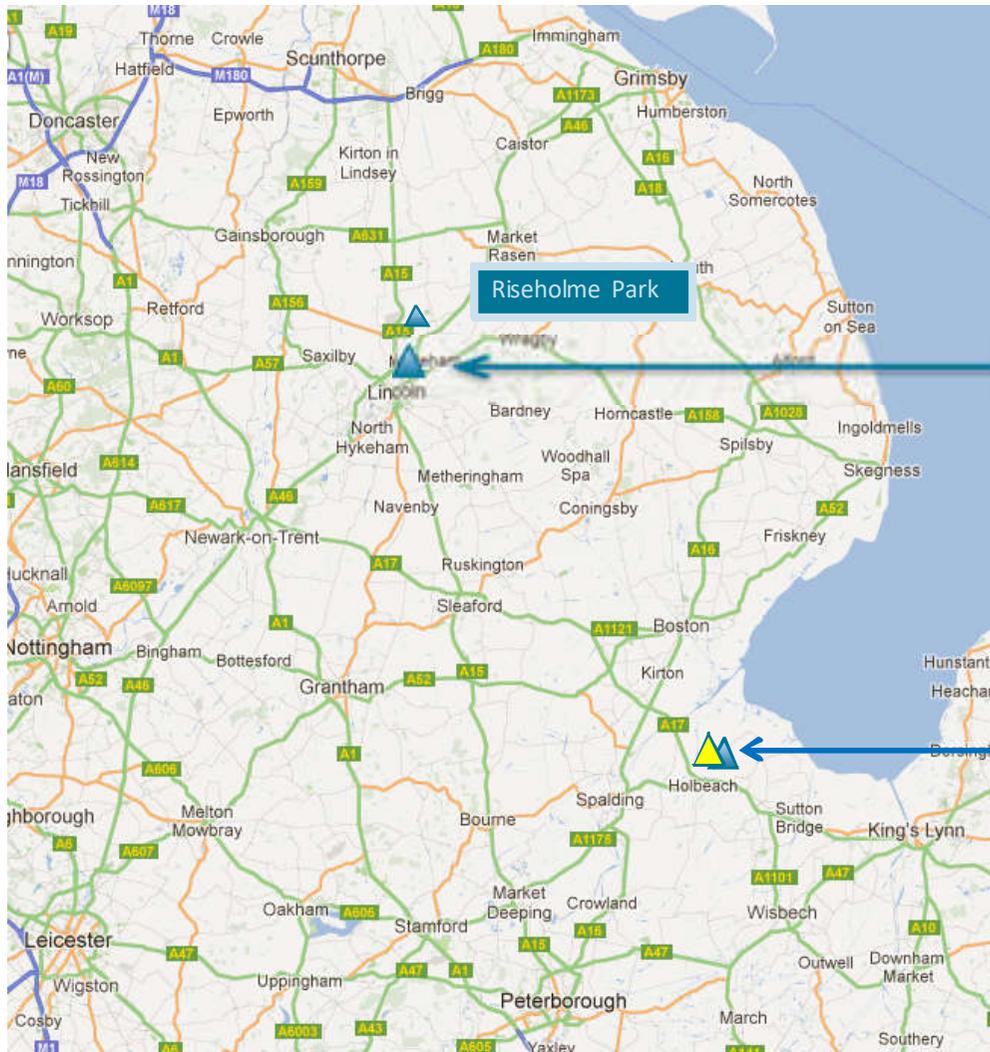
NATIONAL CENTRE FOR  
FOOD MANUFACTURING

Meeting skills challenges in the Food Industry

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 The University Academy Holbeach  
 The University Primary Academy

## The University of Lincoln



- Established 2001 – 13,000 students and 1400 staff.
- Top 50 University
- Agri-food Technology – institutional priority

## The National Centre for Food Manufacturing



- A satellite campus in Holbeach, in the heart of the UK's largest concentration of Food Manufacturing businesses
- Has served the part-time learning needs of the sector for over 20 years and enhanced the skills of over 20,000 food industry employees

# NCFM – developing the industry’s talent – dedicated to part-time learning



- Part-time flexible, science and technical courses for food industry professionals working in Quality & Technical and Operations Management roles
- Seamless progression across FE and HE
  - Apprenticeships Level 2, 3, 5 (6 coming)
  - Foundation Degree, BSc (Hons), postgraduate
  - Short courses – BRC, Food Safety etc.
- Supporting 1,500 employees from 250 businesses
- Niche, nationally important provision



# The Food Manufacturing sector – a huge and important sector



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- The food sector turns over £96bn and contributes £21.9bn to the economy – almost the combined value of the automotive and aerospace sectors. It employs 400,000 people
- Growth ambitions articulated nationally and locally through LEPs
- Represents 16% of all manufacturing turn-over
- 6620 businesses of which 96% are SMEs (fragmented)
- Highly innovative and deploying some of the most advanced technologies
- Technological transformation is accelerating - living wage, health, food waste, Brexit etc. driving change at a blistering pace
- Skills present a major challenge to growth and sustainability



# Skills needs and challenges



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- 109,000 new recruits needed by 2022
- Businesses will need to replace 28% of their workforce by 2022
- Particular shortages in engineering and food science (NSAFD suggest 25% of food scientists/technologists vacancies are unfilled)
- Higher level skills shortages across the sector
- One of the lowest take-up of apprenticeships (7/25 sectors)
- 25% overseas labour – predominantly in low skilled roles
- Formal training and industry spend – less than other sectors
- Underdeveloped training infrastructure – few specialist providers
- Not attractive to young people – yet well paid with excellent career opportunities and high earning potential



# The Food Industry – best selling brands yet a chronic image problem!



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# The Food Manufacturing Industry – underpinned by science and technology



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Huge range of well-paid careers but...some gaps in capability – some excellent provision but not everywhere



# Advancing the skills infrastructure –



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- Degree Apprenticeships, new standards, the levy – driving the building of provider capacity and employer collaboration
- Higher/Degree Apprenticeship - embraced by the sector with the first DAs under development for 2017 (aided by HEFCE funding)
- DAs -attractive alternative to FT university study for young people
- Long-term solution to the industry’s challenges - parity with other sectors with established STEM career paths at degree level
- Catalyst for building strategic partnerships with universities
- Cementing progression for new entrants and existing employees
- Employers collaborating to build provision in FE and HE – Project Eden, National Centre for Food Engineering, specialisation in FE



# Progression pathways at NCFM – current framework



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Level	Progression Route		Complementary short courses
8	Doctorate		Masters level units
7	MSc/M.Phil Food Science/Technology by research		
6 Degree Apprenticeship	BSc (Hons) 'Top up' from Foundation Degree	BSc (Hons) Food Manufacture	Short course menu examples
5 Higher Apprenticeship	Foundation Degree in Food Manufacture	Quality and Technical Management or Operations Management	Managing Food Safety in Manufacturing Supervising Food Safety in Manufacturing Awarding in HACCP (Levels 3 and 4) BRC Third Party and Internal Auditor courses IFST Sensory Evaluation Microbiology and technical short courses
4	Quality and Technical Management or Operations Management		
3 Advanced Apprenticeship	Level 3 Advanced Apprenticeship in Food Manufacturing		Award in Food Safety in Manufacturing Awards in HACCP and Auditing Award in Health and Safety
2 Apprenticeship	Level 2 Apprenticeship in Food Manufacturing		Microbiology and technical short courses Short courses in Leadership and Team skills



# Fuelling a pipeline of young talent



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- Sector approach to raising the profile of careers in the food sector e.g. Tasty Careers, Feeding Britain's Future, Bright Crop
- Promoting the sector as a STEM sector with degree and postgraduate level career paths – targeting parents too
- Employers and providers sharing marketing initiatives
- Partners in progression – schools, FE Colleges, universities collaborating to aid access and progression
- In it for the long term - strategic partnerships with schools – Universities, Colleges and employers sponsoring Academies and UTCs (University Technical Colleges) to ensure young people are equipped with the right skills and form early allegiances with employers



# Reflections



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- Leveraging of scale and building momentum through collaboration
- Building capacity for a self-sustaining infrastructure
- Large scale sector drive to raise the industry's image amongst young people – an esteemed industry
- Reconnecting businesses with their local workforce – an attractive and caring industry - local workforce with the right skills
- Potential social consequences of the large scale adoption of new technologies across the sector
- Reducing reliance on the foreign national workforce – automation will be key but drives higher level skills needs
- Consequences of not securing growth in the sector

