

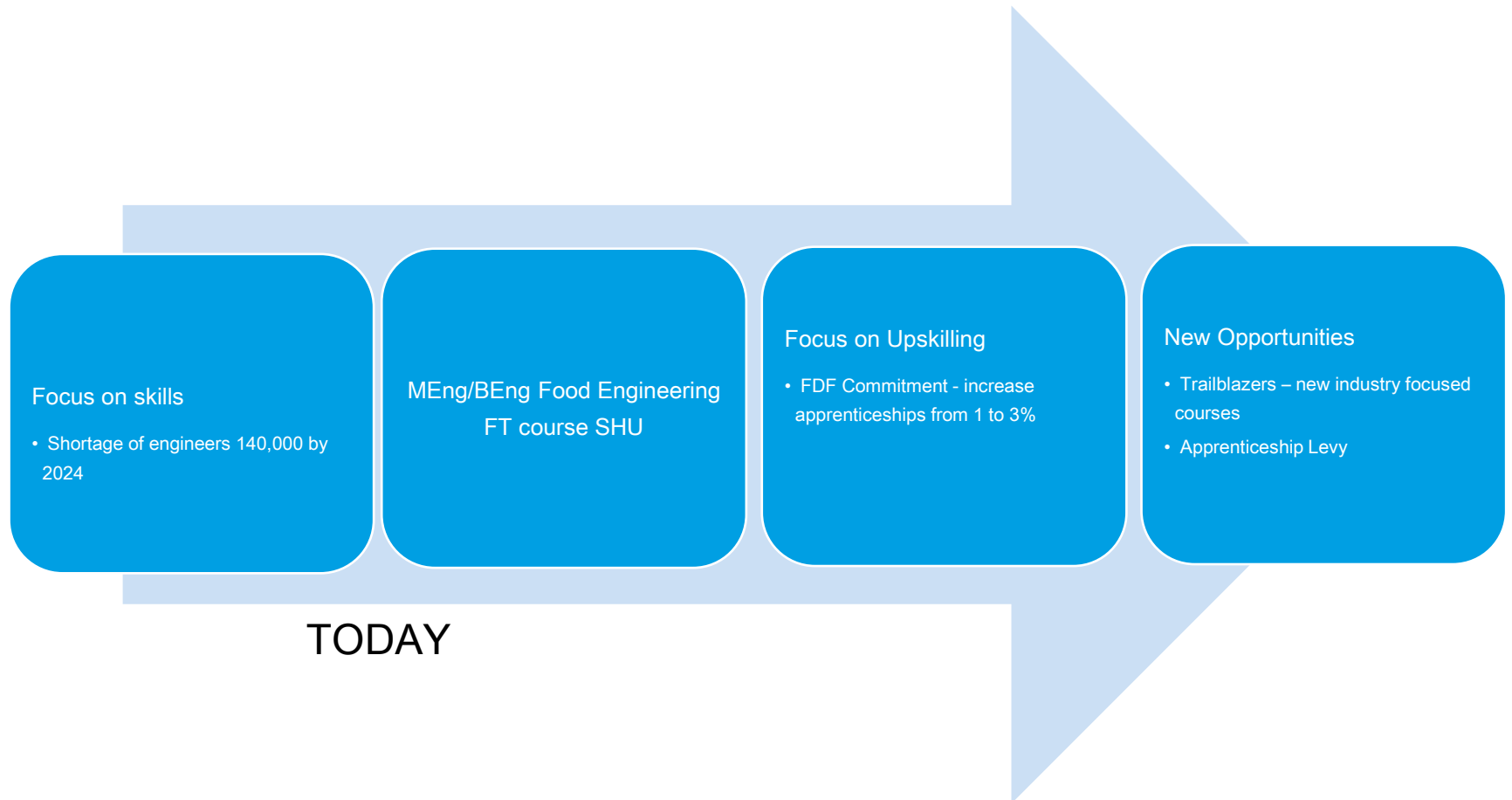
# Working Together for the Challenges Ahead

Including Brexit

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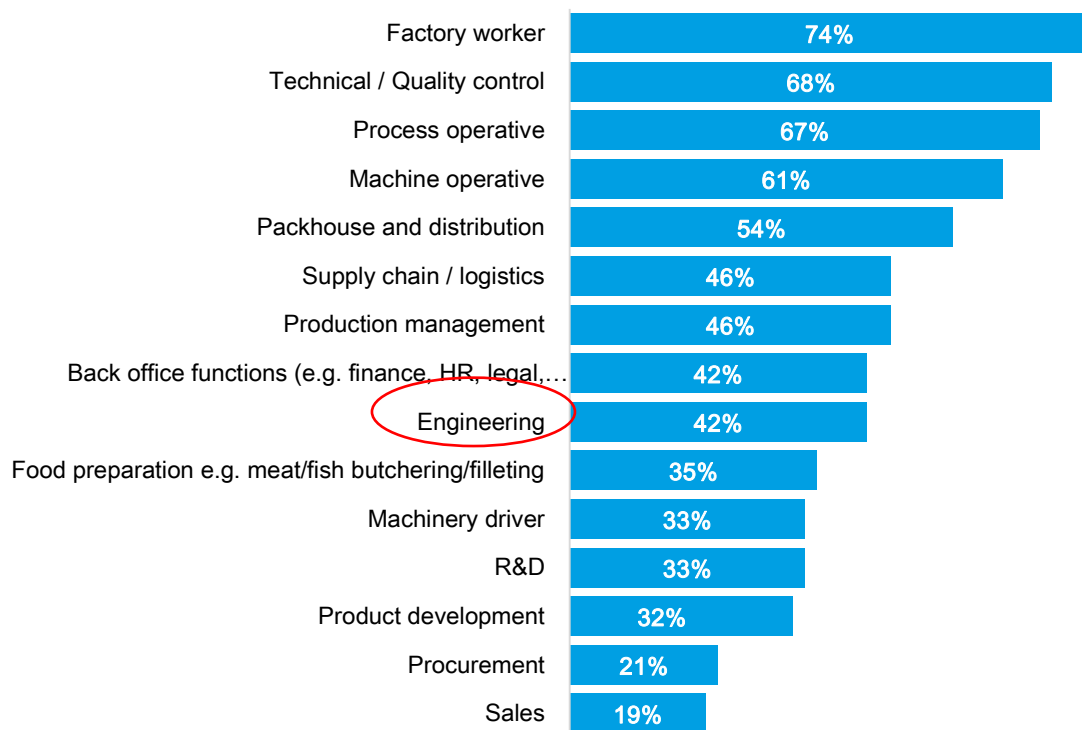
# Overview of Current status

Unlocking talent is key to driving our productivity and helping to meet the challenges ahead including the skills gap

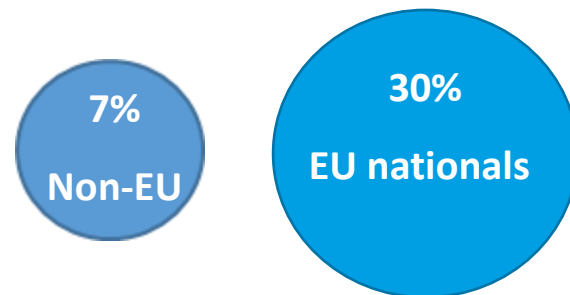


# Brexit Impact on the UK workforce

The graph shows 42% of respondents are employing engineers who are non-UK EU nationals

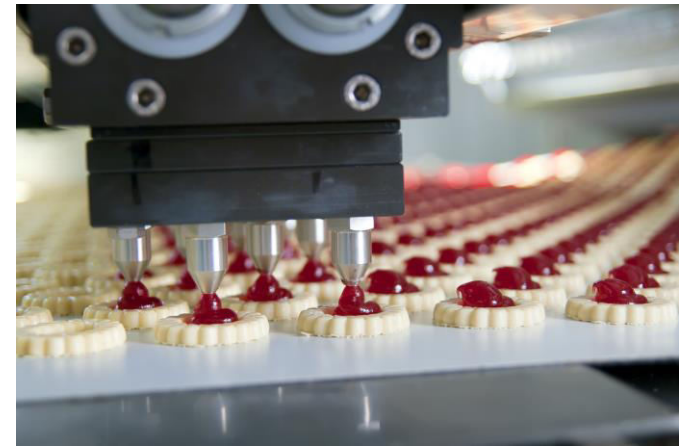


The graph shows the proportion of the workforce that are EU nationals



## We need to innovate to:

- Reduce environmental impact
- Meet growing global demand for food
- Produce more from less as pressure increases on resources
- Mitigate the potential impacts of climate change
- Reformulate to meet consumer demand
- Grow our industry



## Why we need to automate:

- UK lagging behind European industry competitors in use of automation and robotics
- Increased focus given Brexit implications on labour – further need for higher skills

- Tackling industry skills gaps will help us:
  - Innovate
  - Introduce new processes and machinery
  - Enhance our management skills
  - Make industry attractive to investors
  - Grow the UK workforce



Challenges to address to deliver a step change in developing home-grown talent.

- Image of the Food and Drink Industry
- Competition from other manufacturing sectors
- Location – which is often in more rural locations
- Composition, including a high % of SME's

We will need  
**140,000**  
new recruits by 2024



to feed an expected  
population of 70m people  
& meet market demands

- Renewed focus on UK capabilities
- Government in ‘listening mode’
- UK productivity targets
- Upskilling our workforce
- Increased pressure for industry to find new ways to address the skills gap
- More pressure on Government to help businesses innovate and invest in automation



## The Challenge / Context

- The existing skills gaps driven by industry image and technical focus
- Risk of reduced access to EU workers
- Strong need for more innovation and automation
- New Government policy impacting businesses now

## The Opportunity

- New focus on apprenticeships especially at higher levels
- Strong industry and academia engagement
- Developing skills through technical education including up skilling and new employees
- Bringing the food supply chain together to deliver a consistent message to government



## How to move forward

- Drive a consistent message across the whole sector to develop home-grown talent, boost skills and apprenticeships for a global UK
- Collaborate across the food supply chain and academia to deliver the right skills where Industry needs them
- Leverage the Industrial Strategy, an important opportunity to influence Government support, as one, for our industry's growth ambition, including driving for a sector deal