



Careers

- Providing support to companies for the development of career paths that enable people to progress from entry level to higher managerial or technical positions;
- Employers need to redesign work roles in order to avoid concerns about the repetitive and uninteresting nature of some roles in the FDMP sector;
- Employers have to test different forms of recruitment. For example increasing use of social media or improving career guidance;
- Employers in the FDMP industry need to be persuaded of the benefits of improving succession planning in order to help address the industry's shortage of first line supervisors and managers. The job profiles developed as part of this research could, perhaps, be used to help show the range of career progression routes that are available.

Training materials

Following the survey, several training materials, in different formats, are being developed such as webinars and online courses (tutorials, Online courses, demonstrations, flash presentations, etc.).

All this can be found at <https://www.food-sta.eu/training>

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European Food-STA



EuFood-STA recommendations for university-business collaborations in the food chain

The ERASMUS+ Knowledge Alliance **EuFood-STA** is committed to strengthen the dialogue between academia and the food industry by **tuning existing curricula** and **developing CPD training**.

In a survey carried out among representatives of the European food and drink industry- mainly SMEs - the **educational and training needs and demands** demands were scrutinized. Based on the findings, a set of **recommendations** were identified that will serve as a solid basis for the further work and proceedings of EuFood-STA.

www.food-sta.eu



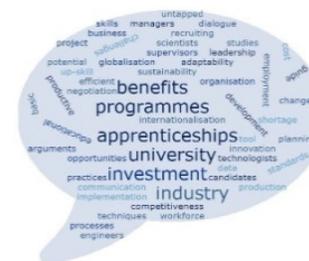
EuFood-STA has designed a needs monitoring system https://www.food-sta.eu/needs_monitoring_intro available in 7 languages to continuously collect demands and needs from the food industry and companies concerning academic education, training and CPD.

The first set of data was collected in June 2015 among 337 representatives the food industry (mainly SMEs) from 13 European countries. Based on the findings, a set of **recommendations** were identified that will serve as a solid basis for the further work and proceedings of EuFood-STA.



Governance

- National governments and other partners should improve the quality of labour market forecasts and achieve a standard of quality for all Member States. The sharing of good practices should be encouraged and facilitated.
- Encouraging social dialogue between employers and employees can help foster good industrial relations in the workplace and help in designing effective solutions to training and skills issues;
- Identifying problems and misconceptions associated with the sector's poor image is necessary in each country and disseminating what in reality means effectively to work in the FDMP sector and the career opportunities that it provides



Training

- The full potential of apprenticeship programs should be used in all EU countries. Apprenticeships are an important route in the recruitment industry and all actors in the sector need to be convinced of the real long-term benefits of effective apprenticeship agreements;
- Stakeholders need to support a range of measures that better link the worlds of business and education. It is important to activate programmes which enable teachers/lecturers to spend time in the FDMP industry, as well as those which help employees from the sector to engage directly with young people about the realities of working in the FDMP sector;
- Avoid that training is considered a cost and provide arguments, studies, data showing that training is an investment (exactly as innovation) that can bring real benefits and financial business to the company

Needs Monitoring System

EuFood-STA is strongly committed to monitor the demands and needs of the food industry on a continuous basis and encourage interested to fill in the needs collection questionnaire here:

https://www.food-sta.eu/needs_monitoring_questionnaire