



Summary of Findings and Recommendations of FooD-STA Needs Analysis



D1.2 Report on Findings and Recommendations

Tools and channels



- The FOODSTA survey: development of a questionnaire in 7 different Countries languages (UK, Italian, French, Germany, Spanish, Portuguese, Greek)
- CLUSTER AGRIFOOD ITALY: it is a new organism that have an European dimension, created thought an Italian call that gathers regional authority, universities, research bodies and associations of entrepreneurs.
- FOODLAB project: FOODLAB is an ERASMUS plus European project and is dedicated to the development of a new learning and teaching methodology and the related tools to improve the transversal competences of students and develop entrepreneurship.



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The FOODSTA survey (1)

The questionnaire was launched officially on June 2015 and the survey was carried out in different ways applying corrective actions as requested.

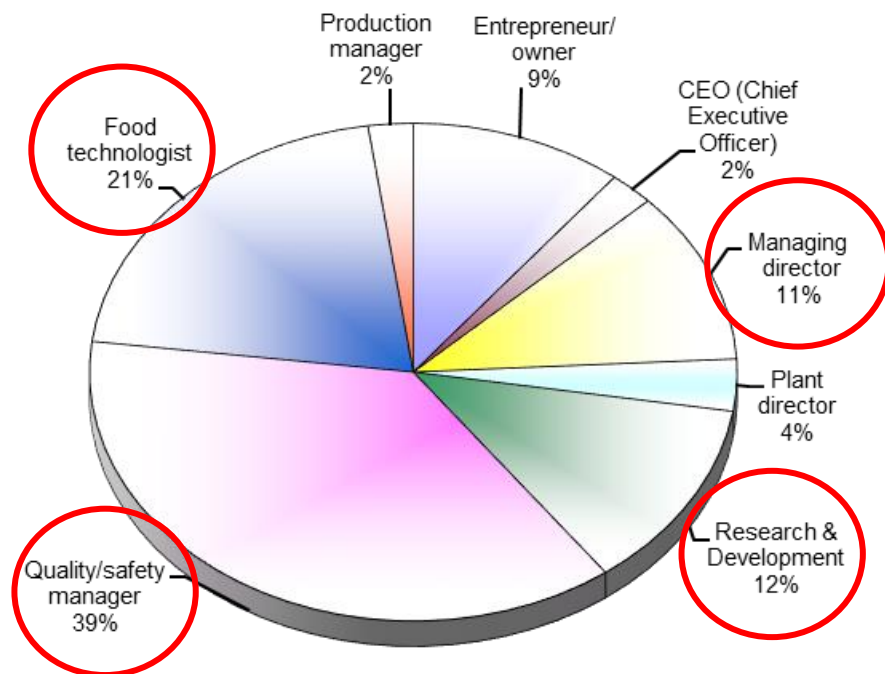
Due to the beginning of EXPO 2015 in Milan focused on food & nutrition, low answers by enterprises.

The number of answers received was 661 but only 337 were utilizable.

First available results have been elaborated in order to identify the typology of respondents, country and company general data.

Concerning the respondent, from the pie chart here shown it is clear that the main typology of respondent is "Quality/Safety manager" (39%)

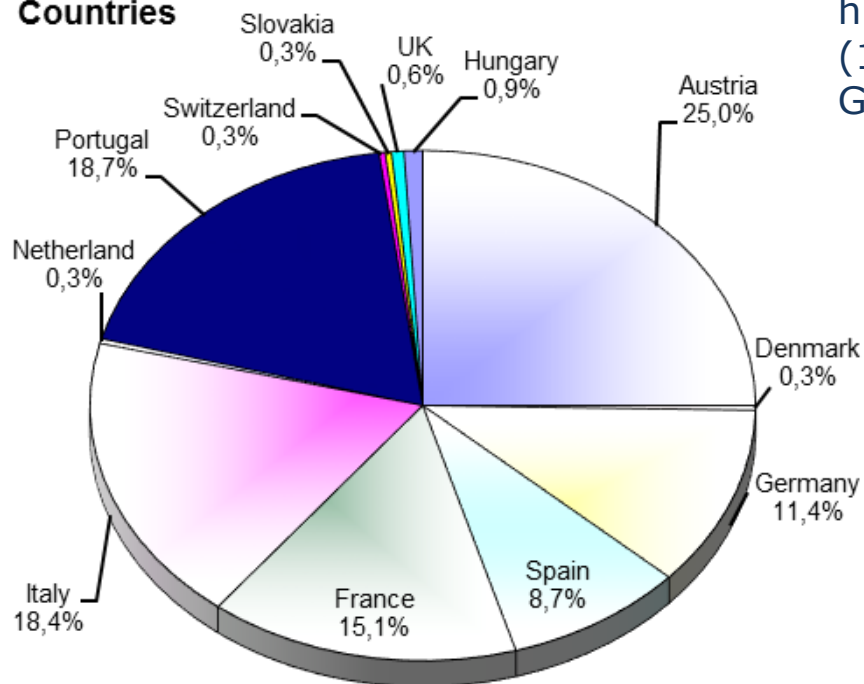
Company general data: position in the organisation



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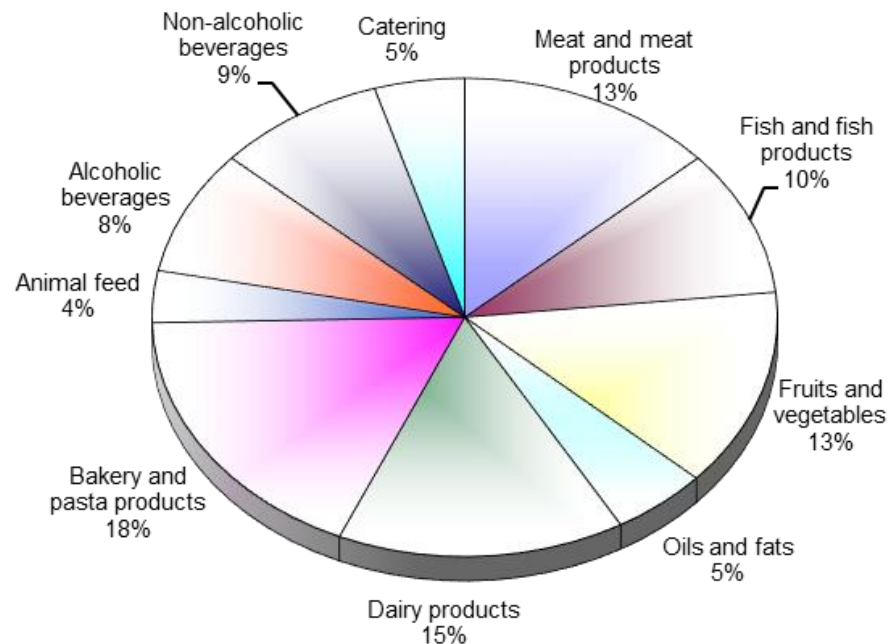
The FOODSTA survey (2)

Countries



12 Countries participated to the survey with higher respondent from Austria (25%), Portugal (18.7%), Italy (18.4%), France (15.1%), Germany (11.4%) and Spain (8.7%).

Company general data: sector

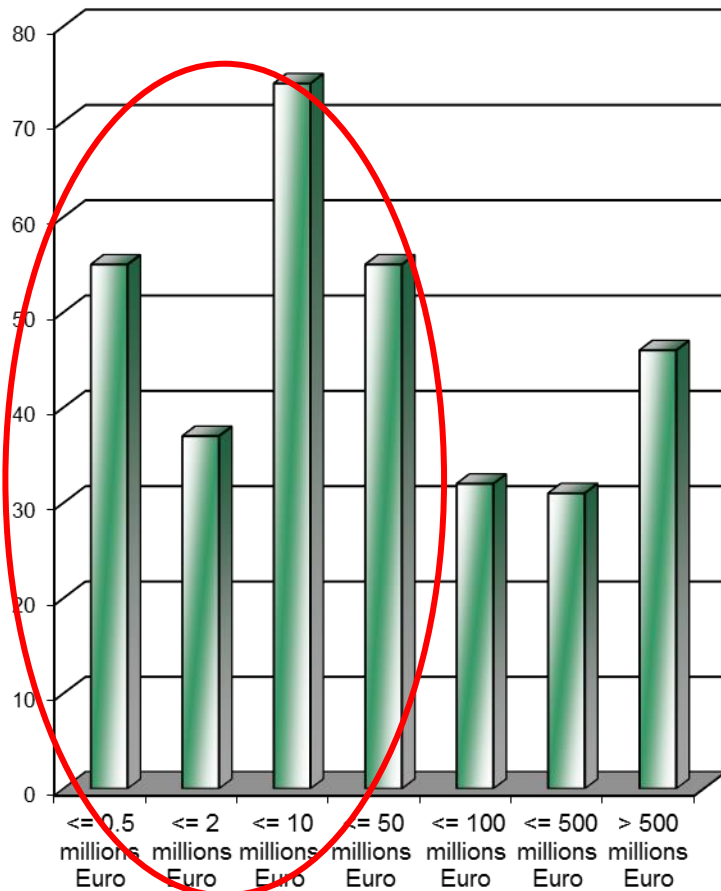


The sectoral participation appear equilibrate
With very low differences between the several food sectors involved

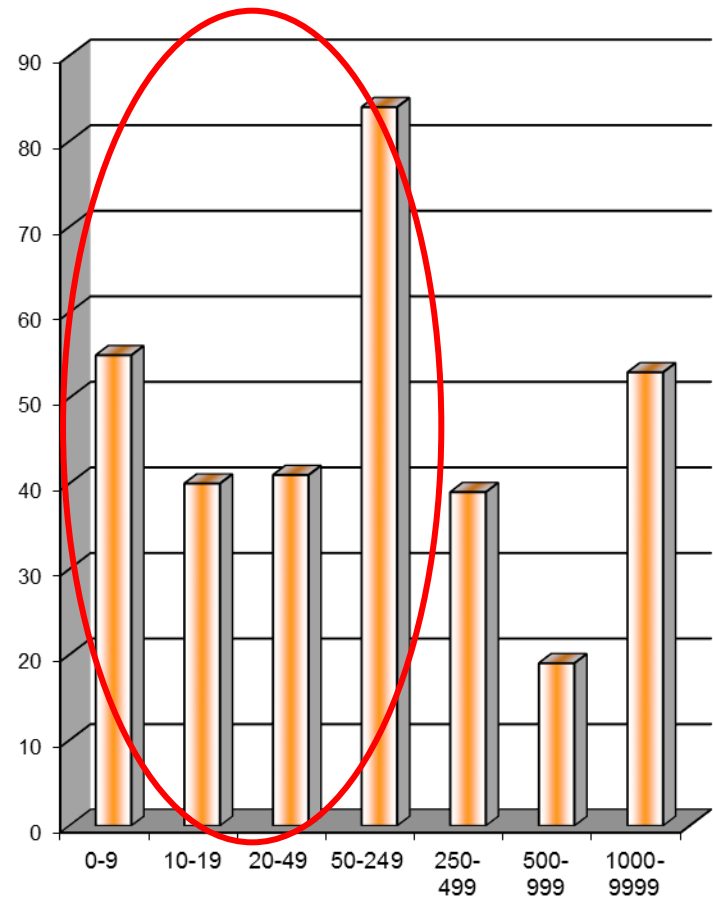
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The FOODSTA survey (3)

Company general data: turnover



Company general data: number of employees



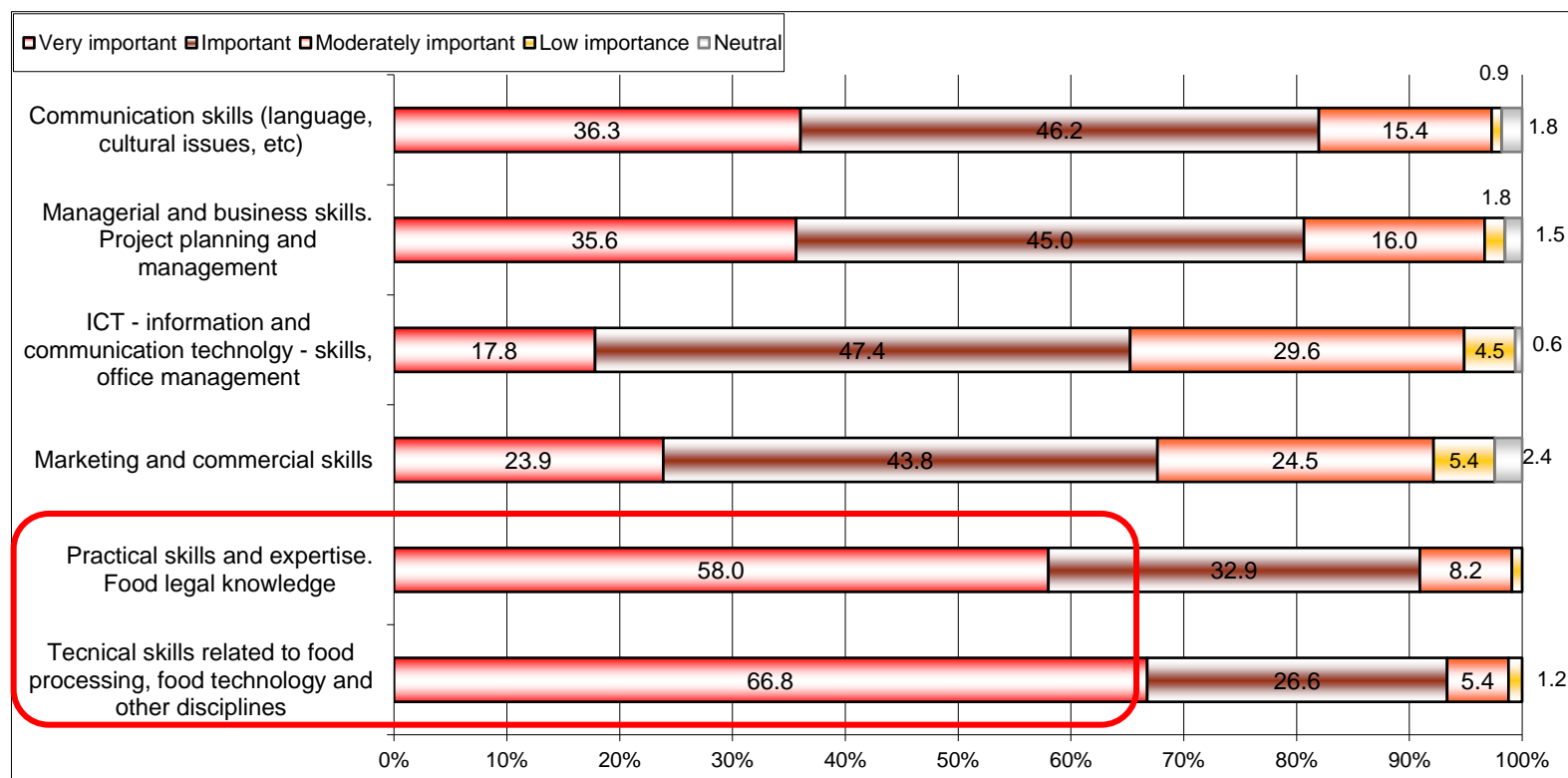
Considering the actual European definition of SMEs (number of employee < 250 and turnover < 50 K) we can presume that the major part of respondents are SMEs

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The FOODSTA survey (4)

Come to answers related to FOOD & DRINK sector

To respondents was requested to indicate for each item listed, the level of importance attributed on the basis of needs related to their own enterprise. The first question (n° 7) aggregates the main competences in 6 groups:

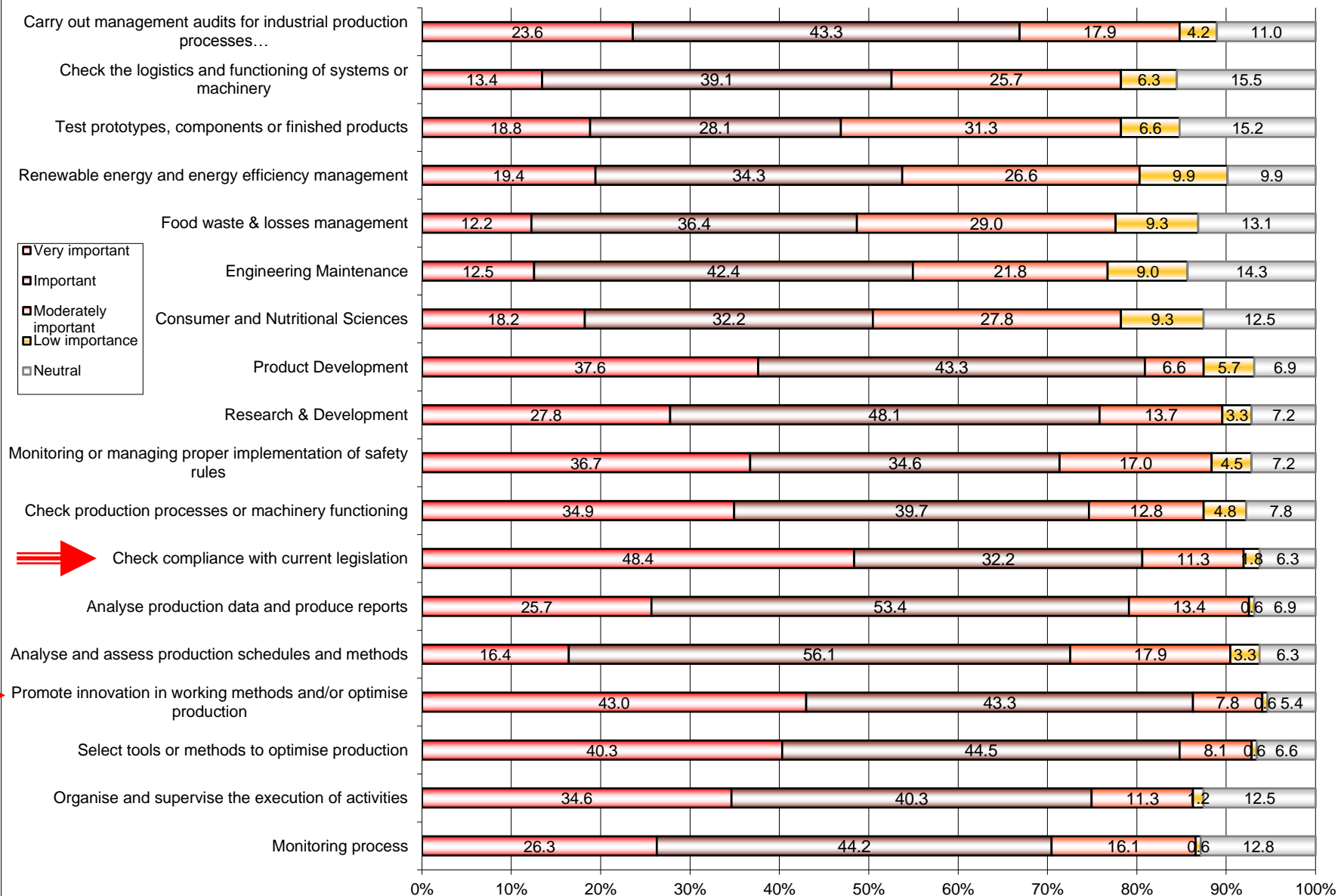


The answers show that the competence groups that are considered "Very Important" from the major part of respondents are the two selected.

The competence about Marketing and commercial skills and ICT/office management are considered "Important". In general, all the competences are considered useful resulting in the fact that the answers "Very important" and "Important" sum up to at least 60%.

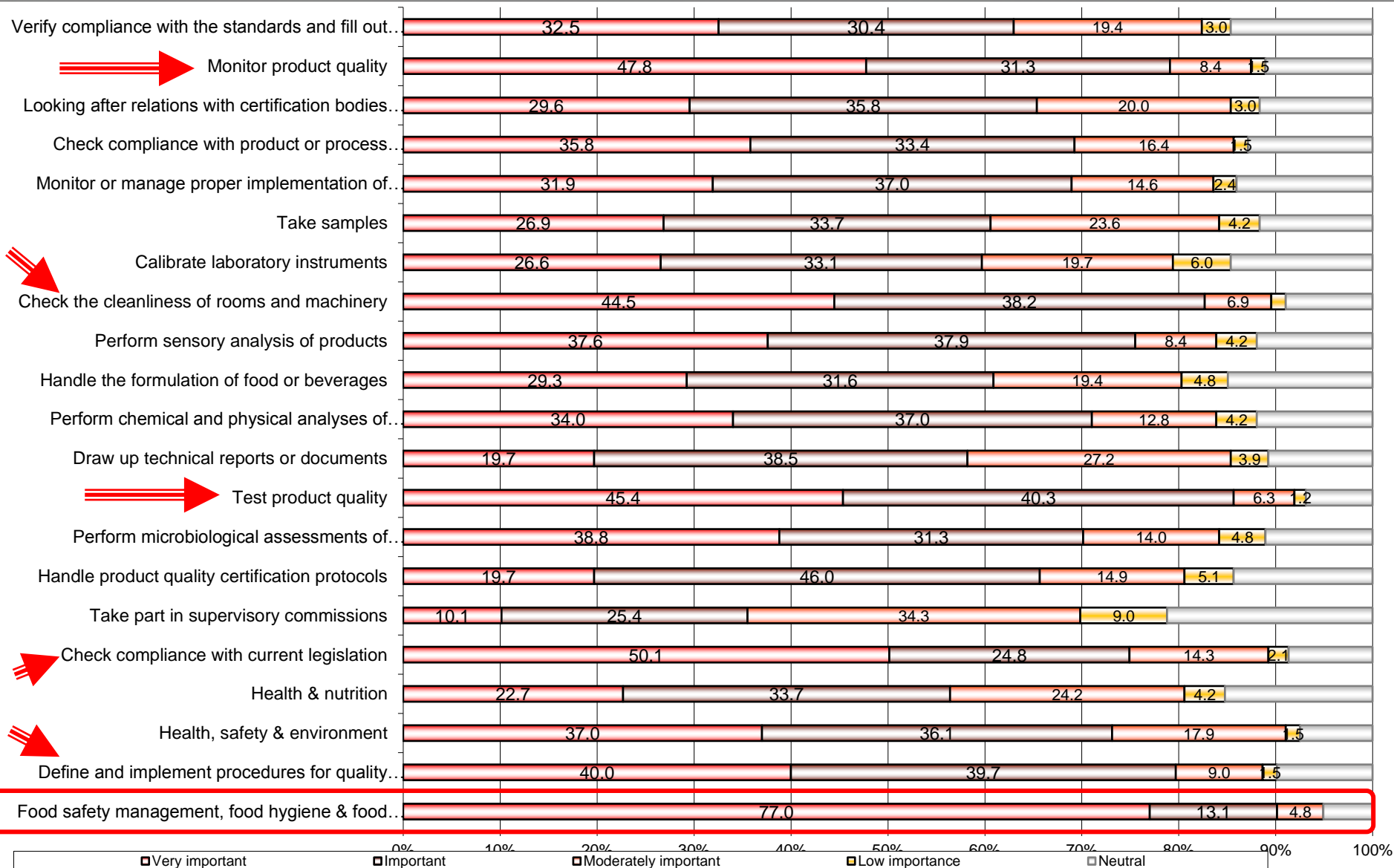
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The FOODSTA survey (5)



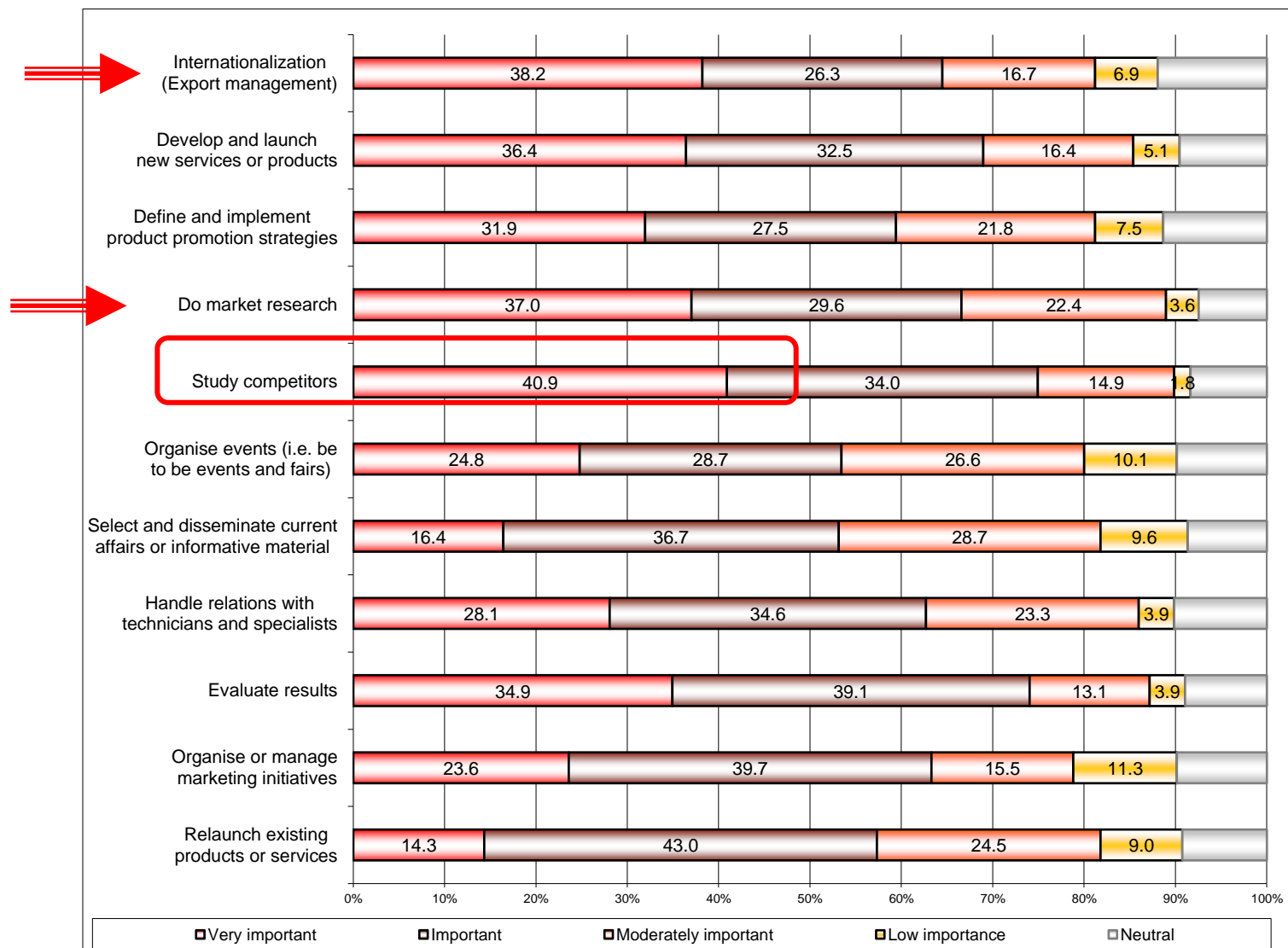
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The FOODSTA survey (7)



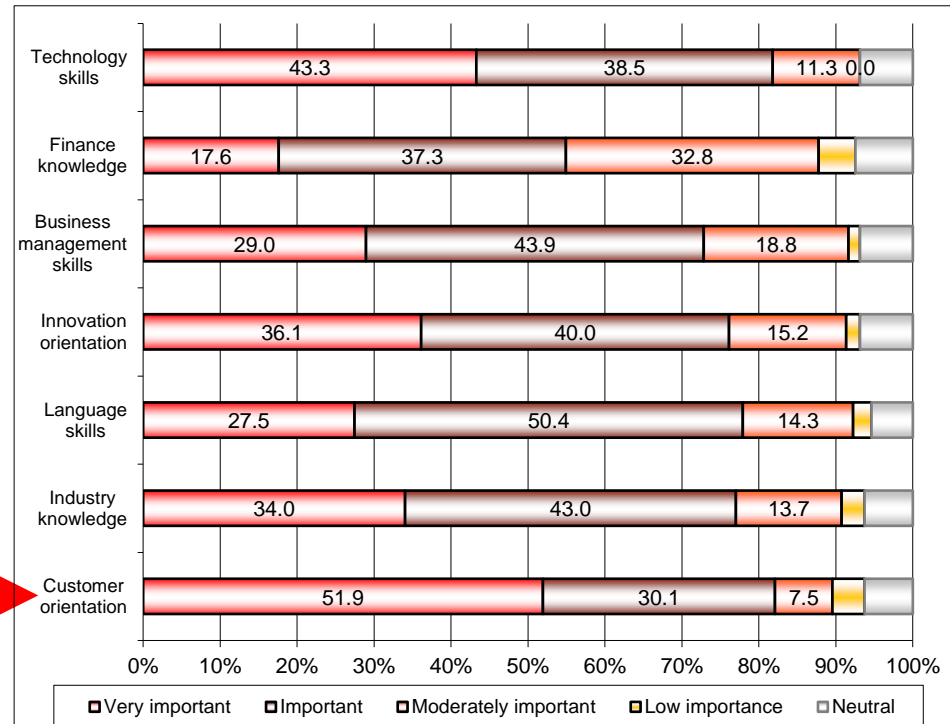
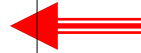
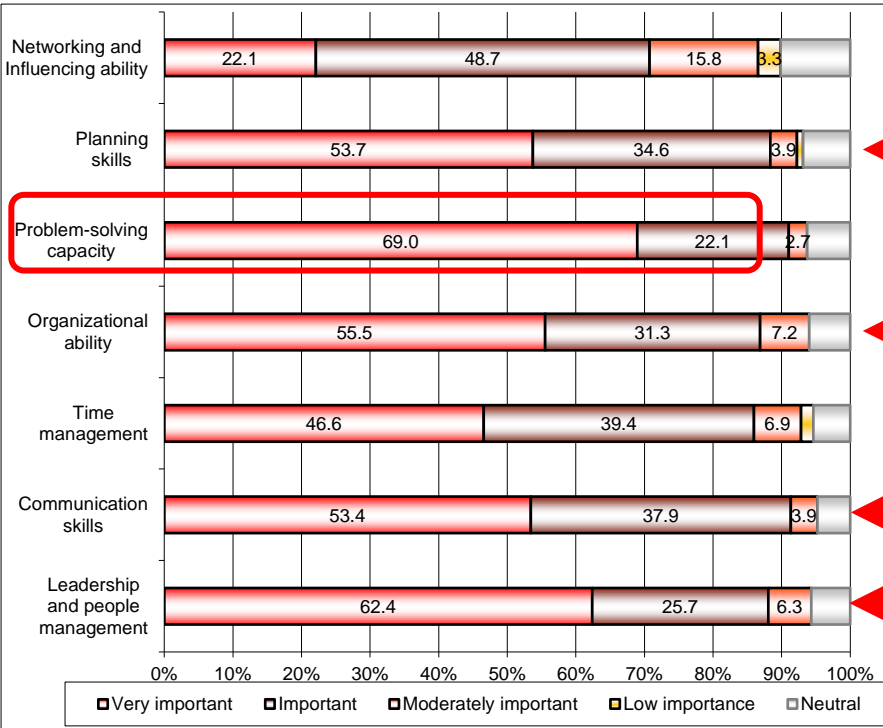
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The FOODSTA survey (8)



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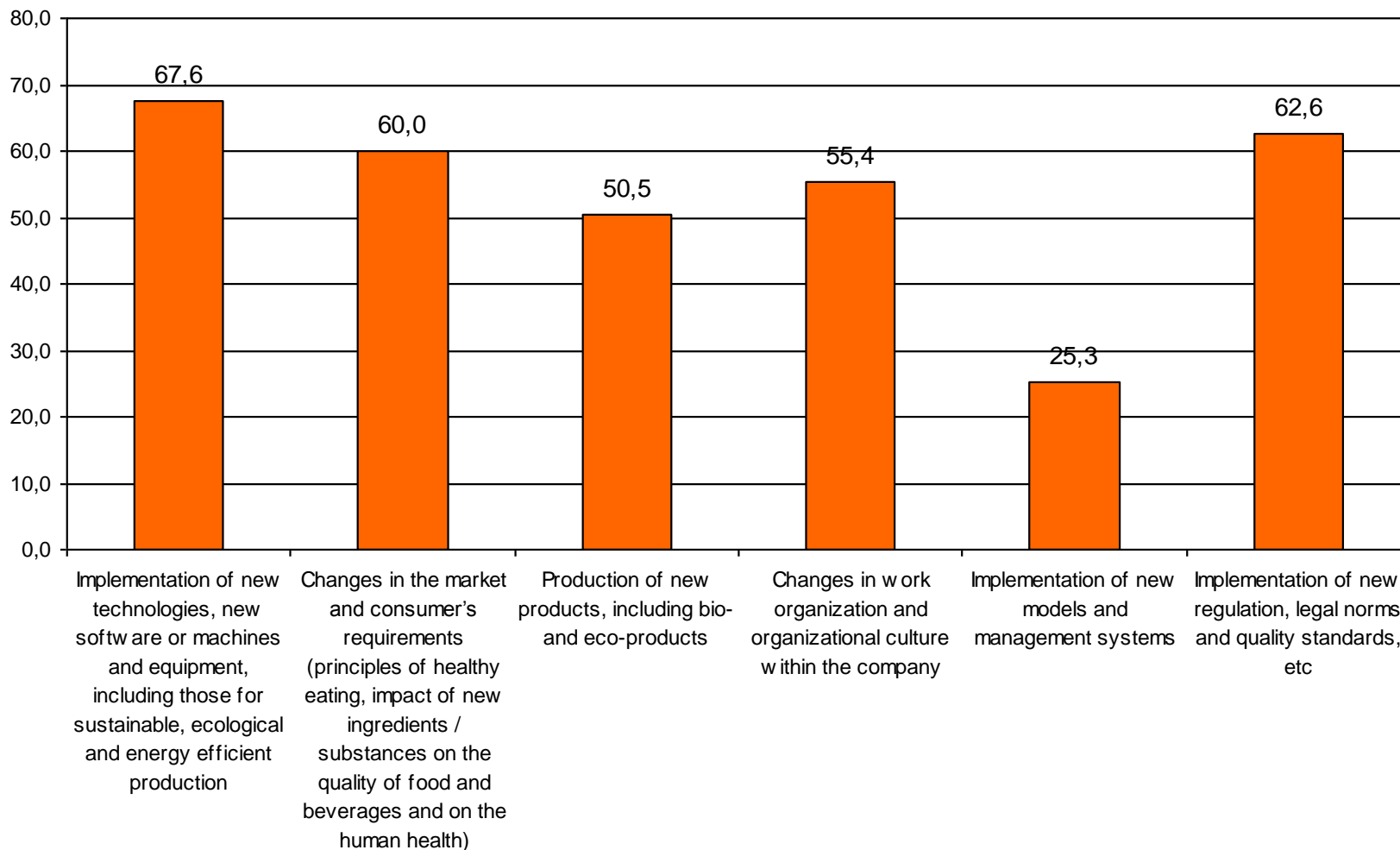
The FOODSTA survey (9)



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The FOODSTA survey (10)

specific skills emerging that affect the quality of the work of people employed in manufacturing, quality assurance and safety of food and drink



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The FOODSTA survey (11)



Summarizing, from survey the main skills and competences for companies are:

1. Technical skills related to food processing, food technology and other disciplines;
2. Practical skills and expertise. Food legal knowledge;
3. Capacity to check compliance with current legislation
4. Promotion of innovation in working methods and optimisation of production
5. Management and control of food safety
6. Product quality, legislation and health.
7. Study competitors
8. Export management
9. Do market research
10. Problem solving capacity
11. Leadership and people management
12. Planning skills
13. Communication skills
14. Organisational ability
15. Customer orientation

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The CLUSTER AGRIFOOD TRAINING STRATEGY



In the context of the CLUSTER AGRIFOOD and its training strategy a set of educational profiles have been detected from European enterprises and food stakeholder (such as technologists, manager, production experts, etc.) in order to respond to current concrete needs.

The competences acquired will make very interesting candidates able to place themselves in the sector thanks to the development of specific technical-scientific and managerial skills in the agro-food industry, characterized by a high degree of interdisciplinarity.

Food nutrition Area:

- Highly qualified researchers in the nutritional value of primary production;
- Highly qualified researchers in technologies of extraction and purification of bioactive compounds in food;
- Highly qualified researchers in fermentation processes for the development of probiotics and use in functional foods;
- Researchers with advanced skills in the technologies, oriented to the formulation and development of foods with high nutritional value;
- Researchers with high expertise in nutrition, oriented to formulation and development of foods with high nutritional value from innovative functional ingredients.

Food Safety Area:

- Quality and safety of the food and agriculture system;
- Development of preventive methods qualifying the food and agriculture industry;
- Project Manager experts in the management and development of innovative projects in the field of quality and safety of the food and agriculture system.

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Results from Cluster Agrifood consultations at European level about desirable competences/skills with respect to different areas.



Food Production Area:

- expert in innovative agri-food technologies with a specialization in agri-food chain (knowledge of raw materials, processing, parameters indicating quality and safety condition, coactive and voluntary rules leading the sector development).
- Management knowledge;
- Access to community resources;
- Rules for the management of human resources;
- The raw materials for food industry;
- Technology of the fresh products preserved;
- Technological innovations in food processing;
- Biotechnology applied to food industry;
- Parameters and technologies for quality control;
- Regulations and quality and certification systems for agri-food sector;
- Project Management and Risk Management of the innovation;
- community funding: access, management and reporting;
- Expertise of sale on fields of high technical content;
- Basic elements of business plan and management.

Food Sustainability Area:

- Elements of plant genetic and breeding;
- Industrial and environmental biotechnologies;
- Environmental chemistry;
- Technologies for the environment;
- Sustainability of cropping systems;
- Sustainable cereal productions;
- Sustainability and bio-security pre-harvest;
- New technologies in food preservation;
- Quality and foods preservations;
- Companies and processes management;
- Project management for the industrial research.
- The environmental sustainability of agro-food processes;
- Laboratory for chemical and physical analysis;
- Laboratory for Genetics and genomics;
- Laboratory for Proteomics and Metabolomics;
- Laboratory for Microbiology and for Mycology;
- Laboratory for Molecular Biology;
- Laboratory for Bacteriology;
- Overall management and evaluation of R&D cooperative projects; European projects;

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The FOODLAB project

FOODLAB rationale: investment in education and training is essential to boost growth and competitiveness. In order to do that, particular attention will be dedicated to the development of entrepreneurial skills to contribute to new business creation and also to the employability of young people.

From FOODLAB activity, a set of training needs has been individuated according with feeling of SMEs, trainers and students:

- Sensory analysis
- Nutritional quality
- Product development
- Project management
- Creativity
- Food law
- Packaging
- Business plan
- Production planning
- Industrialization
- Formulation
- Quality and safety
- Supply chain
- Project management

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... recommendations

The evidence* shows

- a continuing reduction in the volume of jobs requiring either no or low qualifications
- an increase in the demand for employees with high (graduate level) qualifications

This means that unemployment may remain high even if the EU economy returns to high levels of growth because unemployed individuals lack the skills and qualifications to access to new job opportunities.



the ability to anticipate future demands for skills and then plan effectively to respond to them is a key component of an effective labour market

Recommendations:

- ➔ 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.
- ➔ It is necessary to provide support to companies in the food and drink for the development of career paths that enable people to progress from entry level to higher managerial or technical positions.

D1.2 Report on Findings and Recommendations (10)



In general, companies use training and workforce development to comply with the laws and regulations, as well as requirements of their key customers. Much of the training activities are focused on food safety, health and safety and induction of employees.

This means that training is untapped as a tool to guide and enhance the development of the business through the building of a more productive and efficient employment organization.

Recommendations:

→ 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.

D1.2 Report on Findings and Recommendations (11)

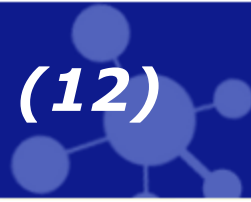
The workforce has to be able to keep pace with changes and understand how best to adapt the production processes, both to meet the needs of customers and ensure sustainability. There is also a need to develop basic skills as managers and supervisors, business negotiation, internationalization, leadership, project planning and communication.

Considering that the sector is not regarded positively by young people in terms of career opportunities, given the demographic changes and an aging workforce and the difficulty in recruiting some of the required skills, the very danger is the possible labour shortage for industry in the next 15-20 years.



European Food and Drink companies, to meet the challenges of globalization and remain competitive, must continue to invest in training and skills development.

D1.2 Report on Findings and Recommendations (12)



Recommendations:

- ➔ It is urgent to identify problems and misconceptions associated with the sector's poor image in each Country and disseminate what in reality means effectively to work in the F&D sector and the career opportunities that it provides.
- ➔ Employers have to test different forms of recruitment. For example increasing use of social media or improving career guidance.
- ➔ The full potential of apprenticeship programs should be used in all EU countries. The apprenticeship is an important route in the recruitment industry and all actors in the sector need to be convinced of the real long-term benefits of apprenticeship agreements effective. Again, the sharing of best practices in the EU countries would be helpful
- ➔ To encourage social dialogue between employers and employees can help to foster good industrial relations in the workplace and help in designing effective solutions to training and skills issues

building effective education-business links is crucial in order to explain the wide diversity of roles and career opportunities in the F&D industry.

D1.2 Report on Findings and Recommendations (13)

In general, it is considered that the development of academic competences was not sufficiently focused on the development of skills that are actually needed in the workplace

The major gap concerns above all the absence of practical experience and the lack of development of commercial/business skills in academic training.

Recommendations:

- It is important to activate programmes which enable teachers/lecturers to spend time in the F&D industry, as well as those which help employees from the sector to engage directly with young people about the realities of working in the F&D sector.
- higher education institutions and trainers should be required to have their courses validated on a regular basis by food and drink industrial representatives.
- implementation of a continuous monitoring system of training needs in food and drink industry sector;
- industry should establish co-operations with universities/training institutes for the exchange of students for training purposes

Further information:



-For further information please download the full deliverable D1.2 „Report on Findings and Recommendations”, downloadable at the FooD-STA website

Or

-Get in contact with the FooD-STA team: office@food-sta.eu