

SKILLS ACTION PLAN

Scotland's food and drink sector underpins the Scottish economy. However, the sector recognises there are skills and recruitment issues that need addressed.

Report findings

Sector image & attractiveness

Issues

- Regional differences in skilled workforce supply and demand
- Seasonal fluctuations in workforce demands
- Perception outside sector is of poor pay and manual work

Staff recruitment & retention

Issues

- Competition with other sectors
- Rural nature of some businesses
- Demands for flexible working
- High staff turnover in some roles
- Use of agency staff

Current & future skills needs

Issues

- Shortages of people with necessary technical skills and formal qualifications
- Gap in management and leadership skills
- Need for multi-disciplinary skills
- Lack of meta and basic skills
- Future need for digital skills
- Loss of knowledge and expertise as staff retire

Solutions to skills & training needs

Issues

- Difficult to access funding
- Differences in funding and training outcomes across the UK
- Lack of flexibility in training delivery
- Tighter budgets mean focus on mandatory training
- Apprenticeship frameworks miss some food & drink sector needs
- Poor hands-on vs theoretical knowledge

Key priorities

Influencing the influencers

Helping everyone who influences career choice to understand the breadth of opportunities in the food & drink industry **SO THAT** they can positively promote the sector to potential recruits **IN ORDER TO** make food & drink a career destination of choice.

Skills landscape

Mapping & understanding current skills policy and the various changes taking place in the skills landscape **SO THAT** it can be communicated effectively to industry and stakeholders, **IN ORDER TO** enable informed decision-making and actions that benefit employers.

Define industry understanding of "high value" jobs

The creation of a definition of what "high value" jobs means **SO THAT** there is a clear and coordinated understanding of "high value" that can be articulated to the SAG and wider sphere **IN ORDER TO** identify what these future skills and roles are to focus on.

Identify what industry is looking for and what future employees want

Understanding the employer needs and future employees expectations **SO THAT** SAG can understand commonalities and gaps **IN ORDER TO** recruit and retain a future workforce for the benefit of both employers and employees.