Bwyd a Diod Cymru
Food & Drink Wales

# Croeso nôl

# Welcome back

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@FoodDrinkWales

#BuddsoddiMewnSgiliau
#InvestInSkills

Bwyd a Diod Cymru
Food & Drink Wales

# Cynyddu nifer y bobl sy'n gwneud prentisiaethau

Justine Fosh
Bwrdd Diwydiant Bwyd a Diod Cymru

# Increasing uptake of apprenticeships

Justine Fosh
Food and Drink Wales Industry Board

Bwyd a Diod Cymru
Food & Drink Wales

# Lansio Prentisiaeth Peirianneg Bwyd a Diod Lefel 3 newydd

John Griffiths, Princes Food
Simon Yorke, City & Guilds

# Launching the new Level 3 Food & Drink Engineering Apprenticeship

John Griffiths, Princes Food
Simon Yorke, City & Guilds

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#InvestInSkills

# Food and Drink Wales

# Invest in Skills Conference – 8th Feb 2018

## Food and Drink Engineering Apprenticeship

John Griffiths, Engineering Director, Princes Ltd

Simon Yorke, Lead Technical Advisor, City & Guilds

# Engineering Apprenticeships

- Introduction
- Who we are
- Why are we here – The Problem
- The 5 step approach
- What have we achieved to date
- Where do we go from here

# Introduction – John Griffiths

- John Griffiths – Engineering Director Princes Ltd (Chairman of the Food and Drink Engineering Industry Skills Partnership)
- Born Bangor – Sometime last Century!!!
- Dragged up in Dwygyfylchi!!!
- Started career in 1983 – As an Apprentice Toolmaker at Hotpoint Llandudno Junction (GEC at the time, Then Marconi, Then GE, Then Indesit, Then left!!!)
- Progressed through vocational route to Post Graduate level qualifications Transcended Sectors - Brown/White Goods, Automotive and FMCG

# Introduction – Simon Yorke

- Simon Yorke – Lead Technical Advisor at City & Guilds. Principally working with the Engineering and Manufacturing sector
- Born St Helens – Family originally from Deeside/Flintshire.
- Started career in 1995 – As an Apprentice Electrician at a local company.
- Progressed onto higher level qualifications in Electrical and Electronic Engineering.
- Became a college lecturer, became head of department and worked as a technical consultant prior to joining City & Guilds full time.

# Our Business


- The name behind many brands
  and own label products
- Manufacture a range of products in sites throughout the UK from Wales to Wisbech as well as internationally
- Source ingredients from across the world
- Committed to manufacturing in Wales
- Cardiff site is a Centre of Excellence for Fruit Juice production

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# Issues faced – Quantity of Food Engineers

- We have a high demand for Engineers now & it will increase
  - Ageing workforce
  - Increased introduction of automation across our factories
  - Industry 4.0 will only accelerate this demand

- Historically we have not done enough - we train few engineers (circa 250 apprentices) per annum UK wide?

- Attraction
  - Our industry is seen as a poor relation to others and not as an industry of choice for an Engineer.
  - Poor visibility of the career pathways

- Nature of the industry
  - We are a truly unique manufacturing industry due to
    - Compliance requirements, processes , machinery, volumes and speed and the variable nature of food ingredients

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# Engineering Demographics – Example ABC Ltd 2013

- 96 Engineers looking to retire in 10 years
- 191 in next 20 years
- Current intake12 Apprentices per year

| Age Range | No of Engineers 2014 | % of Total Population |
|---|---|---|
| 55+ | 96 | 31% |
| 45 - 54 | 95 | 30% |
| 35 - 44 | 50 | 16% |
| 26 - 34 | 36 | 12% |
| 16 - 25 | 35 | 11% |
| **Total** | **312** | **100%** |

- It will take 16 years assuming no other natural wastage to plug the gap!!!
- Apprenticeships are a long term sustainable way of maintaining continuity of the required skills to run our businesses efficiently and effectively and ensure we are here to stay!!!

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# Engineering Demographics – Example ABC Ltd 2017

| Age Range | No of Engineers 2017 | % of Total Population | Difference |
|---|---|---|---|
| 55+ | 114 | 32% | 18+ |
| 45 - 54 | 109 | 30% | 14+ |
| 35 - 44 | 54 | 15% | 4+ |
| 26 - 34 | 43 | 12% | 7+ |
| 16 - 25 | 41 | 11% | 6+ |
| **Total** | **361** | **100%** | **49+** |

Apprentices

- 114 Engineers looking to retire in 10 years - 3% attrition per year
- 223 in next 20 years - 65% of workforce
- Apprentice intake 4%
- Attrition - 3% Retiring 6% Leavers
- We have a gap in supply and demand
- Need to understand end game No's & skills

# Issues faced – Quality of training

- Previous Apprenticeships for Food and Drink Engineers have not been designed around the industry needs.
- Delivery takes place in providers who often lack understanding of the sector.
- Lack of industry critical mass means that training providers classes are mixed and from industries with very different engineering needs
  - Result is ‘Vanilla’ delivery of apprenticeships.
- Industry has become accustomed to vanilla to such an extent that it doesn't recognise the shortcomings or consider an alternative

# What and who is going to change this ?

- **It has to be us , the industry,  that leads change**
- It is a UK wide issue requiring solutions of scale and quality
- Solutions need to be designed for all – but with implementation according to devolved nations approaches.

- Step 1 - Articulate what knowledge, skills and behaviours we need from Food Engineers to set a single standard.

- Step 2 – Design a programme , including a nationally recognised qualification and supporting materials to support providers to deliver.

- Step 3- Find providers who both understand food and can deliver high quality , industry relevant engineering trainers.

- Step 4 – Aggregate demand from food and drink employers to support the providers not just with learners but with equipment, cpd and even delivery support.

- Step 5- Promote and market the apprenticeship to young people.

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# Step 1 - Setting the standard Why ?

- To clearly articulate what is expected as an output
  - Employer
  - Employee
  - Providers
- To ensure acquired skills and learning are applied in an optimum manner.
- To ensure relevance.
- To provide Focus.
- To set a high bar.
- For the Apprentice to hit the ground running!

# Step 1 - Setting the Standard

- Standard is the same across all nations – used in England as the 'Trailblazer' Apprenticeship.
- Over 50 food and drink companies have input into this from around the UK.
- **Articulates the core knowledge and skills (**both engineering and food processing ) requirement for all maintenance engineers in the food and drink industry.
    - Identifies the additional ones required to be
        - Mechanically biased.
        - Multiskilled.
- **Behaviours** –Profiles the ideal behaviours of a Maintenance engineer.
- Describes levels of performance – including **excellence.**

Unilever

2 Sisters Food Group

Britvic

Glanbia

Nestlé

Heineken

Morrison's

Muller

Arla Foods

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# Step 2 – Developing the Programme

- Designing a best practice programme to ensure that providers can deliver against the standard.
- In Wales this sits in a new Apprenticeship Framework – **Food and Drink Technical.**
- Components include a brand new Qualification – Level 3 Diploma in Food and Drink Engineering Maintenance.
- Accredited by City and Guilds.

# On programme qualification features

- Brand new qualification.
- Designed jointly by the industry.
- Whole thing is contextualised to the food industry.
- It is a graded qualification to support the aspiration for excellence.
- Contents over view
    - Core Technical Skills
        - First line routine maintenance
        - Best Practice techniques
        - Produce replacement parts
        - Electrical, mechanical and fluid power systems
        - Welding

# Qualification Units and Pathways

| | | |
|---|---|---|
| Core Units | **All** learners complete **all** of the following units:<br>301 Compliance<br>302 Maintenance Best Practice<br>303 Materials Science<br>304 Mechanical Maintenance Skills I<br>305 Producing Replacement Components I<br>306 Fluid Power Systems<br>307 Welding I<br>308 Electrical Maintenance I<br>309 Services and Utilities<br>310 Thermodynamics<br>311 Maths | |
| | Learners take **all** units in **one** of the following pathways | |
| Pathways | **Mechanical**<br>312 Mechanical Maintenance Skills II<br>313 Producing Replacement Components II<br>314 Welding II | **Multi-skilled**<br>315 Electrical Maintenance II<br>316 Automation<br>317 Understand the requirements of electrical installations BS7671 (2015) |

# Assessment methods

| Assessment method | Description |
|---|---|
| Assignment | These are set by City & Guilds and marked internally. Centres will be allowed to amend the assignment within certain parameters to ensure it is appropriate to the organisation where the apprentice works. |
| Short answer question tests | City & Guilds externally set SAQs. These are internally marked by the centre. |
| Online multiple choice test | City & Guilds externally set and mark online multiple choice tests. These are available on demand. |

# **Assessment methods – Unit 304** Mechanical maintenance in food and drink operations

## Unit assessment task

You are required to produce evidence of carrying out **six** planned maintenance activities on mechanical systems in food and drink operations:

- Replace seals on a pump that has an inlet and outlet valve
- Replace seals, oils and at least one bearing in a gear box
- Replace a chain on a chain drive system
- Replace a component on a system with levers and linkages
- Replace a component on a system with cams and followers
- Replace a component on a system with clutches and brakes

You should meet with your employer and assessor to agree an assessment plan.

**Three** of the maintenance activities must be completed in your workplace. The remaining maintenance activities can be carried out in your workplace and/or at your training centre. Your assessor will observe you carrying out those activities.

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# **Assessment methods – Unit 301** Food and drink engineering maintenance compliance

1

Describe how the Health and Safety at Work Act applies to food and drink engineering maintenance operations.

.....

.....

.....

.....

(2 marks)

2

a) State **one** role of an Environmental Health Officer.

.....

.....

(1 mark)

# **Assessment methods – Unit 317** Understand the requirements of electrical installations BS7671 (2015)

1. BS 7671 identifies that the cross-sectional area of a conductor shall be determined by:

a) the admissible maximum temperature
b) the nominal voltage
c) voltage tolerances
d) the earthing system

# Additional requirements supported by the National Skills Academy for Food and Drink

- Food Processing to meet company requirements.
    - Manufacturing and Packaging Engineering
    - Product – Ingredients and Packaging
- Legislation – Food safety, HSE, HACCP, TACCP, VACCP
- Sustainability – Environmental legislation
- Supply chain – Effects of customer requirements on the food chain
- CIP – Clean in place principles
- Quality management principles
- CI – Lean philosophies/Continuous Improvement
- Materials Science – Materials used in food manufacturing processes

# Behavioural framework requirements

- Core Behaviours
    - Safe Working
    - Ownership
    - Pride
    - Self Development
    - Integrity and Respect
    - Problem solving
    - Open to change
    - Industry/Company perspective
    - Effective communicator

- Professional Registration – Eng Tech
- Progression
    - Incorporated
    - Chartered

## Feedback from centres

- Meets employer needs well.
- Assessment is straight forward.
- The standard of the apprentices work is very high.
- The flexible nature of the assignment tasks (workshop and workplace) supports delivery.
- Delivery that was often an ‘add on’ now embedded and accredited in the programme.
- Learners are very involved.
- The workbooks from the NSA work very well alongside the qualification.
- It has created a standard for the requirements to work in the industry

# Step 3 – Identify Providers

- Delighted to say there has been much interest already from a number of providers.

- Key questions from industry
  - Have they got the capability?
  - Are they up for the journey?
  - Do they understand food?
  - What help can I give them?

- Key question from Providers
  - Show me the volume !

# Step 4 – Aggregate Demand

- We know we need to build demand for providers to want to offer – industry work together
  - Through the Welsh Engineering Industry Partnership.

- Already delighted that the following businesses have committed
  - Princes Foods
  - Volac
  - Allied Bakeries
  - The Cake Crew
  - Totally Welsh
  - Tregroes Waffles

- Aim is to identify the first cohort to start September 2018

# Step 5 – Market the programme

- Delighted that greater apprenticeship focus and marketing is on the Skills Plan.
- Apprenticeships need marketing to
  - Businesses to encourage them to take them up
  - Learners to attract them to our industry

# Success so far

- England delivery commenced and year 2 enrolments over 200 a year now starting.
- 10 colleges/ providers offering.
- Several £000's of equipment donated to providers to support developing their facilities.
- New Degree apprenticeships in development for progression routes.
- Launch today is the opportunity for businesses in Wales to come on board the journey.

## Engineering - The Vision

***Over the next 5 years we move to the situation whereby…***

- Engineering in our industry is no longer a poor relation to others but is self contained, confident .. and even admired!
  - A career as an FMCG Engineer is seen as attractive and a real option for young people

- Clear career path ways in Food and Drink Engineering based on a number of sustainable programmes and providers

- Excellent learning experience in well equipped, modern and relevant training facilities.

- Industry demand & cohesion - More Welsh businesses work together and train more apprentices
- Greater efficiency and productivity- Businesses are more productive and more competitive through their people .

# The only sustainable advantage of an organization is the ability of its people to learn and improve faster than the competition

# Insanity

"Doing the same thing over and over and expecting different results"

- Albert Einstein

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Food & Drink Wales

# Cyflwyno Prentisiaeth Peirianneg Bwyd a Diod newydd

Justine Fosh
Bwrdd Diwydiant Bwyd a Diod Cymru

# Delivering the new Food & Drink Engineering Apprenticeship

Justine Fosh
Food and Drink Wales Industry Board

Bwyd a Diod Cymru
Food & Drink Wales

# Cynhyrchiant ac Arloesedd

Justine Fosh
Bwrdd Diwydiant Bwyd a Diod Cymru

# Productivity & Innovation

Justine Fosh
Food and Drink Wales Industry Board

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#InvestInSkills

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# Ymchwil a datblygu: gosod yr agenda sgiliau ar gyfer y dyfodol

Chris Price-Jones, BIC Innovation
Martine Spittle, Prifysgol Aberystwyth

# R&D: Setting the future skills agenda

Chris Price-Jones, BIC Innovation
Martine Spittle, Aberystwyth University


# R&D: Setting the Future Skills Agenda

**CHRIS PRICE-JONES**
Chairman, R&D Director
Bic Innovation Ltd

# R&D / Innovation Drives Skills Agenda

- Hand made to Production Line
- Batch to Continuous
- Continuous Process to PL Control
- Reactive Loops & Recipe based control
- Real time monitoring – full automation

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# Before….


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# After….


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# Before….

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# After….

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# R&D/Innovation moved the company from….

- Hand made to Production Line
- Batch to Continuous
- Continuous Process to PL Control
- Reactive Loops & Recipe based control
- Real time monitoring – full automation

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# What are the big challenges facing the industry worldwide?

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# Macro challenges

- Feed the world
- Ageing population vs ageing well?
- Malnutrition / deficient diets
- Childhood obesity
- Haves and have nots / widening gap?
- Expanding population & less agricultural land
- Climate change

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# Micro challenges?

- Innovative Scientists / Engineers to design modify systems
- Specialist technicians to install and maintain systems
- Attention to calibration of in-line measurement - Less Analysis?
- Recruit and retain?
- Ability to manage and deal with innovation and the change it brings.

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# Where are we now?

- Fully interactive process control (1984)
- Real time in line measurement
- Robotic systems
- Machine connectivity
- Wear and maintenance monitoring

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# Where are we going?

- Full AI based systems
- First CRISPR/cas9 crop by 2020
- Driverless cars /Driverless Food?
- Social problems – no manual work
- Competing for a well educated workforce in a low margin sector

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# What can we do?

- Know that we don't know?
- Do better than we've done in the past?
- Consider radically different approaches.
- Become more innovative in our thinking!

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# What can we do – practical steps?

- Don’t just up-skill our workforce, educate them
- Help your workforce become agile and adaptable
- Don’t just look at the hard skills you need now
- Look at softer skills/good management
- Equip your team to manage constant change and ***enjoy*** innovation
- Build a culture where all can contribute to success and benefit from it.

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# Personal milestones

- First job in Food Industry 1971
- In 1975 graduated from a “thick sandwich course”
- Late 1984 taught OND, HND Food Technology – whatever happened to them?
- Early 1984 installed a plant that could telephone me at home and ask what we wanted to make!
- 1990 defended to government committee the retention of “Home economics in school curriculum”
- 2000’s Became involved in wholesale off-shoring of British manufacturing

# What else was happening around me!

- First job in Food Industry 1971
- In 1975 graduated from a “thick sandwich course”
- Late 1984 taught OND, HND Food Technology – whatever happened to them?
- Early 1984 installed a plant that could telephone me at home and ask what we wanted to make!
- 1990 defended to government committee the retention of “Home economics in school curriculum”.
- 2000’s Became involved in wholesale off-shoring of British manufacturing.

- First mobile phone in fiction 1906 – a bit early!
- Isaac Asimov began “Foundation Trilogy” 1966
- Arpanet 1983
- Digital cellular 1990
- www 1991
- Wi-fi 1991
- First social media site 1997
- Human genome sequenced 2003

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# 3 innovation thoughts

- There's a lot of R&D and innovation happening around you, that you need to be aware of
- You need a team about you that is skilled, experienced and well educated to evaluate likely impacts on your business.
- You need to be proactive not only reactive

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# Diolch yn fawr / Thank you

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01656 861536

# Food Science at IBERS

**Marty Spittle**
IBERS' Distance Learning Manager

# Overview

- Food Science Capabilities
- Collaborative Research Opportunities
- High Level Skills Training

## IBERS is:

- world-leading institute for advanced research in agri-food systems
- currently engaged with over 250 companies
- £18M+ annual research funding

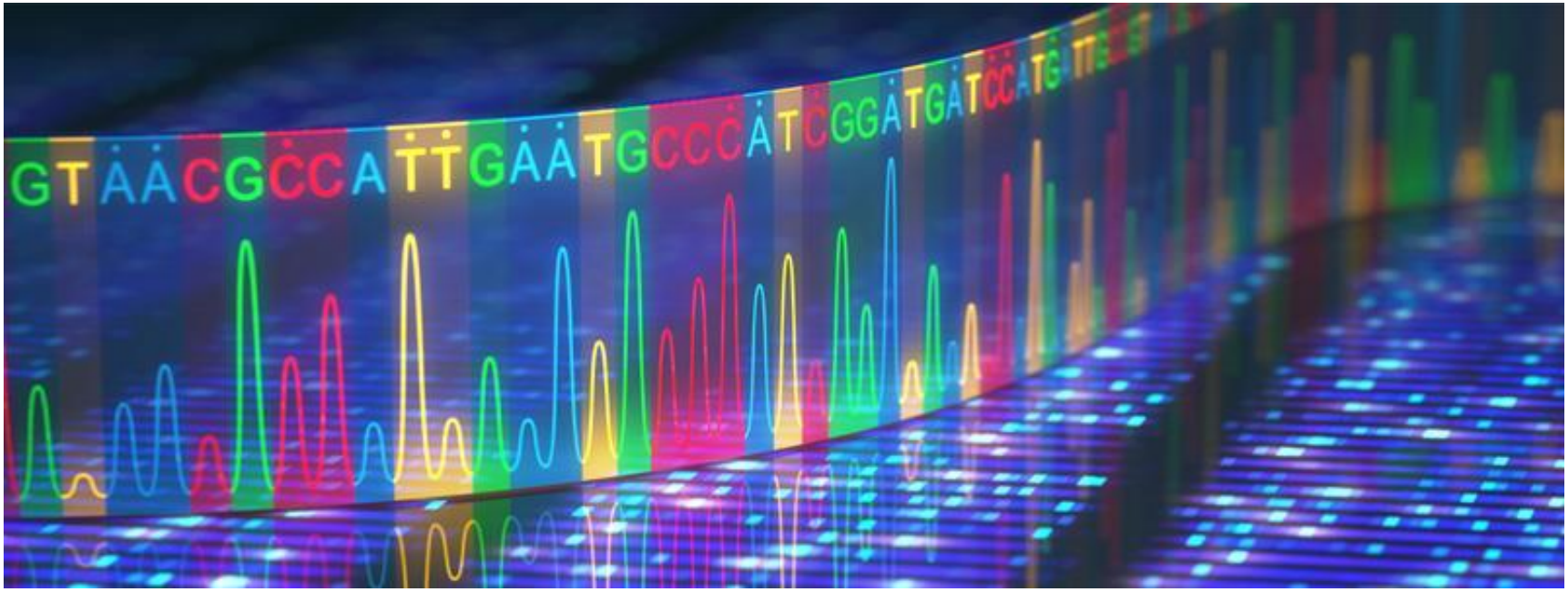
## Food Science Capabilities –

- New and emerging technologies
- Finer more detailed analysis
  - Genomics
  - Phenomics
  - Metabolomics
  - Microbiology

Genomics:

**Next Generation Sequencing**: Testing purity and provenance, distinctiveness credibility of branded food stuffs

**Marker and chip capability**: assess and select crops and livestock for value-added traits.

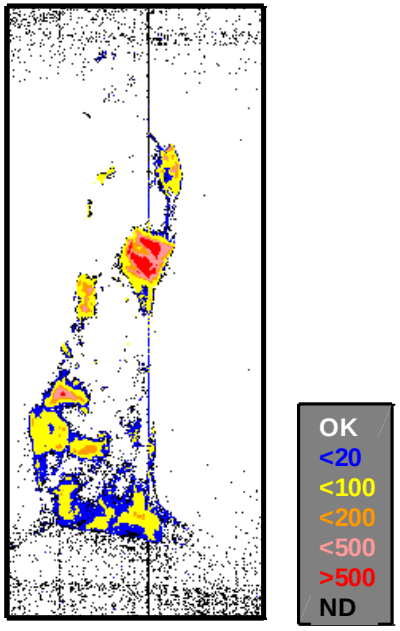


# Phenomics and image analysis

- **Phenomics -** Physical and chemical expression of genes in response to environment
- **High-throughput classification** (size, shape and colour)
- **Environmental control**
- **Imaging Technologies:**
  - **Hyperspectral imaging (**quality traits and chemical composition)
  - **Bio-imaging** (Texture and structure)
  - **CT scanning** for 3d shape analysis

# Image analysis e.g. Faecal contamination detection

- Meat contamination detection – online in meat processing plants – florescent detection of chlorophyll markers



Metabolomics:

- Systematic study of the unique chemical fingerprints that specific cellular processes leave behind - Plant, animal, human
- High-end, high through-put mass-spectrometers, computing resources and advanced analytical capability
- Applications:
  - Bio-active food discovery and development of novel added value crops
  - Content analysis - fibre, fatty-acid, lipid, protein, carbohydrate composition, mineral assessment, secondary metabolite content.
  - Identification of dietary exposure biomarkers - objective human-diet analysis for clinical diet and health trials

Microbiology

- Food safety – e.g. campylobacter detection
- Brewing – yeast viability and vitality
- Effects on gut micro flora, with implications for the development of pre- and probiotics.
- Bio-fermentation and bio-refining - production and extraction of bioactives and novel food additives

# Collaborative opportunities

# Collaborative opportunities

## Well-being and Health Assessment Research Unit (WARU)

Access to cohorts of people

- Food intervention trials/health monitoring /pre-chronic disease phases
- Validating health claims for food products
- Human responses e.g. effect of ingredients on glucose control, fat deposition, muscle mass
- Consumer behaviours associated with satiety, cognition and stress.

# Collaborative opportunities

**Future Foods**

- Free initial discussions and project planning
- Collaborative research e.g.
  - Potential health benefits
  - Composition
  - Pilot product/extraction methods

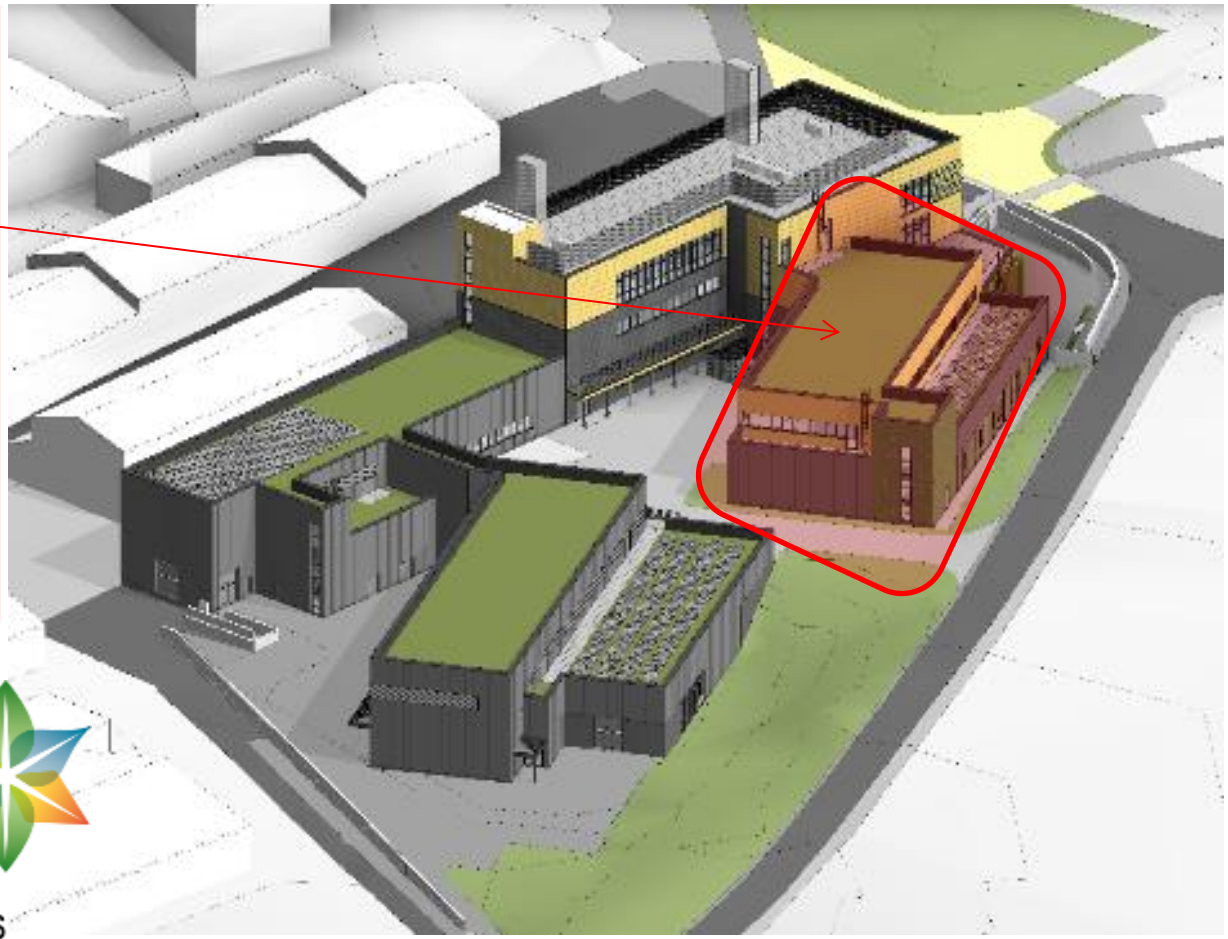
**Aberystwyth Innovation and Enterprise Campus (AIEC)**

IBERS capabilities available at pilot scale

- Office space
- Use of Facilities

## Future Food Centre

*Meat, dairy and liquids pilot scale processing – food grade*
*Packaging and storage facilities*
*Food quality testing laboratories*
*Sensory Testing Suite*
*Demonstration Kitchen*
*Bakery*
*Microbrewery*
*Microbiology laboratories*



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Aberystwyth Innovation and Enterprise Campus

**Meat science:**

- Composition testing e.g. fatty acids
- Lipid biofractionation – via metabolomics
- Shear force testing
- Sensory analysis – taste, texture, hedonistic qualities

## Bioprocessing Centre

*Field laboratory*
*Primary processing room*
*Downstream processing unit*
*Fermentation unit*
*Industrial Biotechnology Unit*
*Bioprospecting Area*
*Clean Lab. ISO7*
*Synthetic Biology incl. Robotics*

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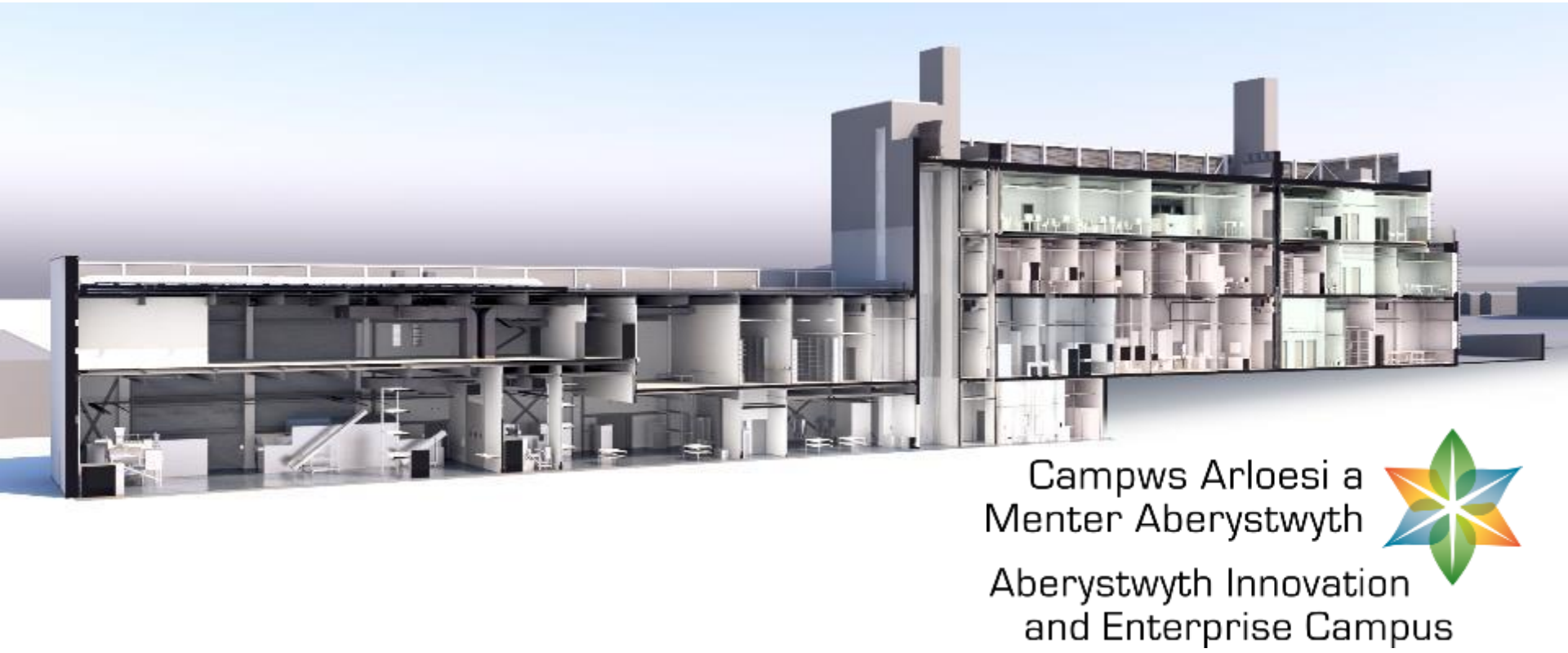
Aberystwyth Innovation and Enterprise Campus

1872 PRIFYSGOL ABERYSTWYTH UNIVERSITY

IBERS
Athrofa y Gwyddorau Biolegol, Amgylcheddol a Gwledig
Institute of Biological, Environmental and Rural Sciences
www.aber.ac.uk/ibers/

# Biorefining Pilot Facility



## Analytical Science Centre

*Bioprospecting Area*
*Extraction facilities*
*Analysis of – mineral and trace elements, fibre analysis, total fatty acids, vitamins, lipids and polar compounds.*
*LC-MS and HPLC Laboratories*
*Gas Chromatography Room*
*Microbiology Laboratories*
*Clinical trials capabilities*
*Data Processing Suites*

***Analytical Chemistry Service Unit***

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Aberystwyth Innovation and Enterprise Campus

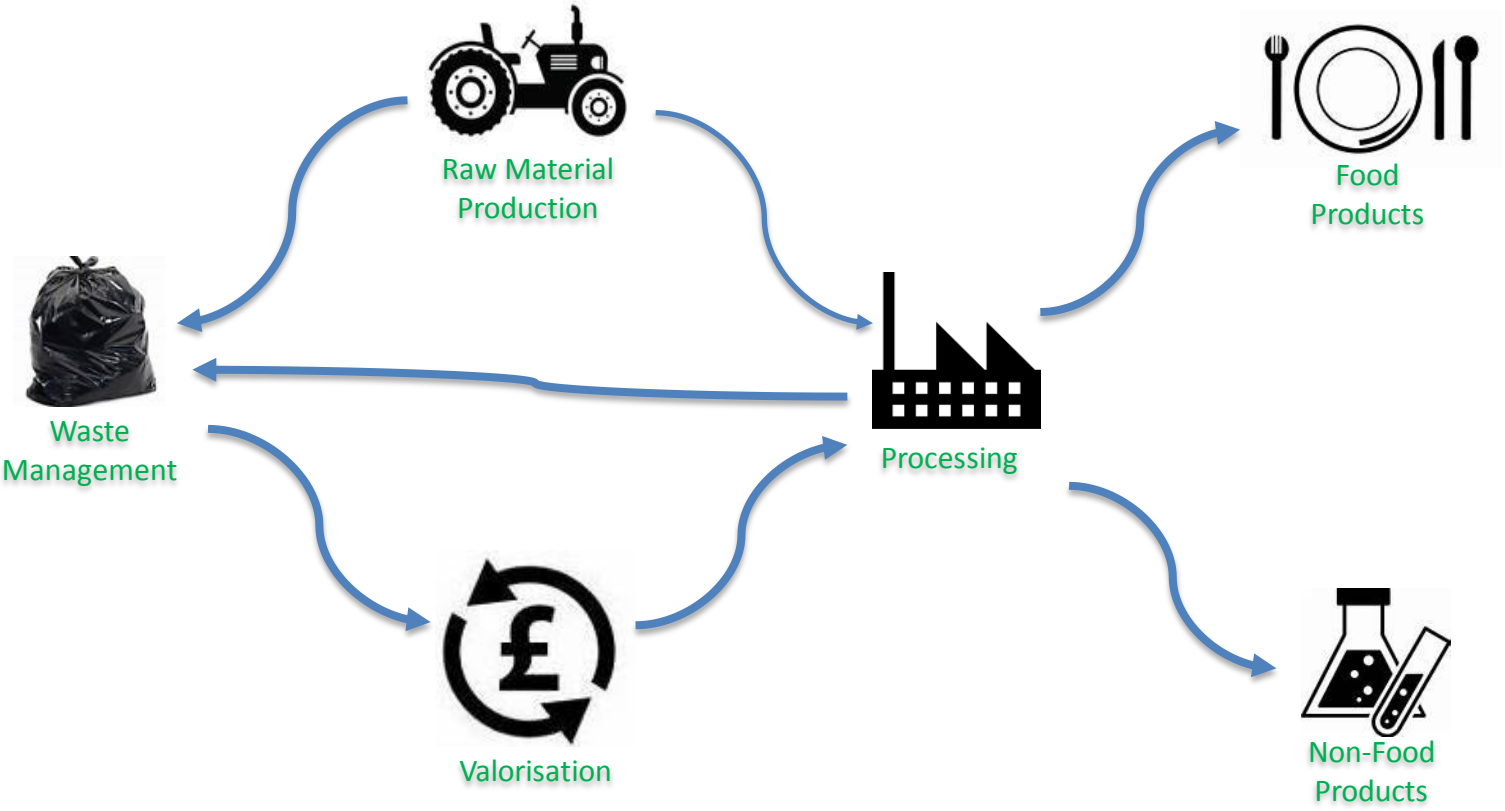
# High Level Training:

# High Level Training:

1. **AgriFood Training Partnership** – Reading, Aberystwyth, Bangor, Harper Adams, Nottingham, Cranfield (www.aftp.co.uk/) – upcoming courses:
   - The Science of Wheat & Milling
   - Sustainable Supply Systems: Production to Processing
   - Diet Quality and Health
   - International Food Law - The Basics
   - Food Flavour
   - Getting your Food Product to Market

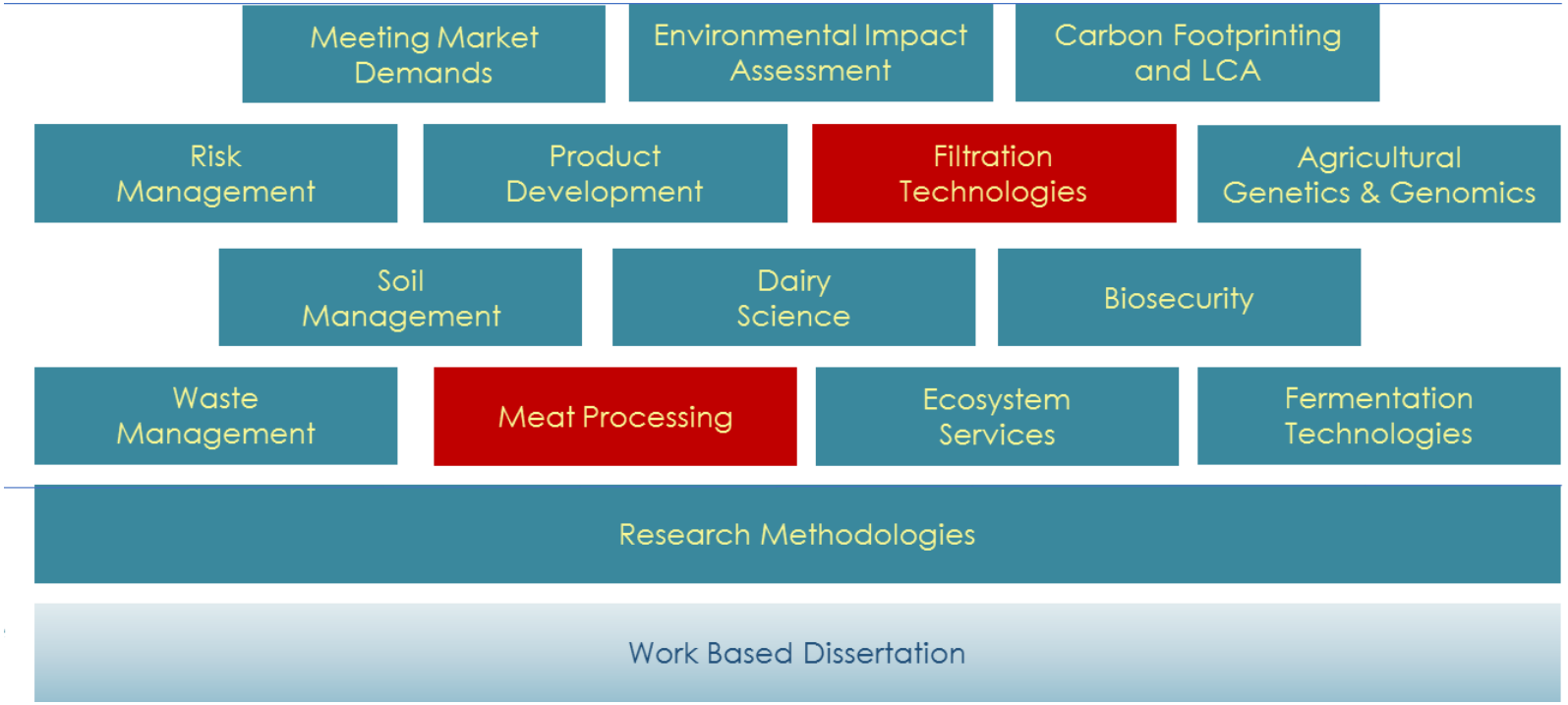
# 2. **Welsh BioInnovation** – Aberystwyth, Swansea, AIEC

- Subsidised training for WW&V
- High level and technical skills in bio-based businesses



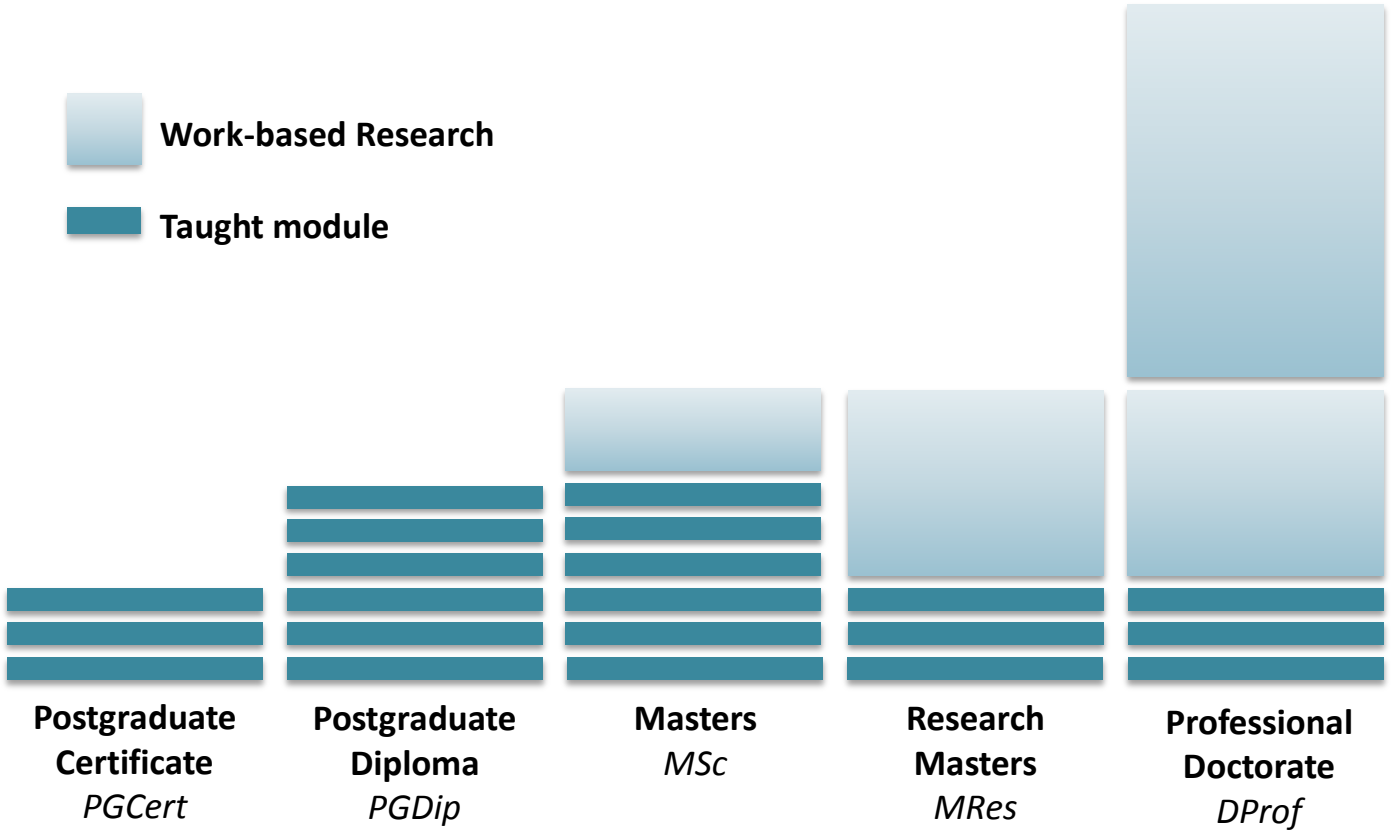
# 2. **Welsh BioInnovation** – Aberystwyth, Swansea, AIEC

- Flexible Modular Training



# 2. **Welsh BioInnovation** – Aberystwyth, Swansea, AIEC

- Build Postgraduate Qualifications



# Diolch yn fawr

Bwyd a Diod Cymru
Food & Drink Wales

# Sgiliau a heriau wrth wella cynhyrchiant

Kees Huysmans, Tregroes Waffles
Iwan Thomas, Bwrdd Uchelgais Economaidd Gogledd Cymru
David Lea-Wilson, Halen Môn,
Philip Tomlinson, Tomlinson's Dairies
Ainsley Baker, Kite Consulting

# Skills Challenges around improving productivity

Kees Huysmans, Tregroes Waffles
Iwan Thomas, North Wales Economic Ambition Board
David Lea-Wilson, Halen Môn,
Philip Tomlinson, Tomlinson's Dairies
Ainsley Baker, Kite Consulting

NATURAL
HALEN MÔN
ANGLESEY SEA SALT

# Improving productivity

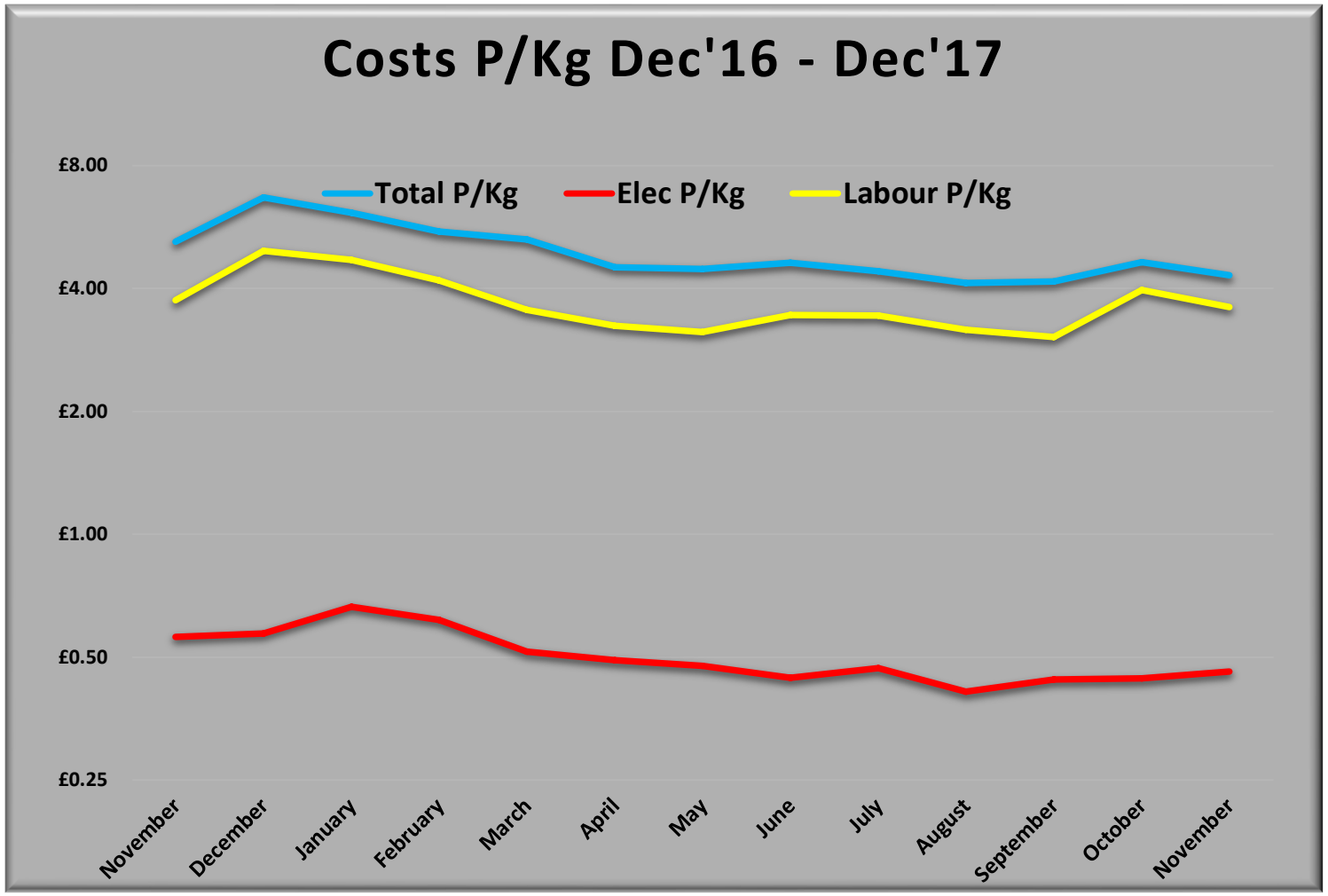
MANCHESTER BETH DIN
בית דין צדק מנשסטר
BRC FOOD CERTIFICATED
SOIL ASSOCIATION APPROVED
2017
SOIL ASSOCIATION ORGANIC
PROTECTED DESIGNATION OF ORIGIN

# Everyone agrees with improving productivity

BUT

- If you can't measure it, you can't monitor it
- If you can't monitor it, you can't improve it
- Or prove it

But before that agree Quality standards – one example below


Costs P/Kg Dec'16 - Dec'17
£8.00
£4.00
£2.00
£1.00
£0.50
£0.25
Total P/Kg
Elec P/Kg
Labour P/Kg
November
December
January
February
March
April
May
June
July
August
September
October
November

## What to measure Key Performance indicators (KPI)

For us

- Labour per kilo
- Energy per kilo
- Overheads
- Complaints
- Customer retention rate
- New customer recruitment
- New products

# Shared Productivity wall – staff only room

# Shared quarterly

- Data by itself is useless
- Everyone needs to know how we are doing!
- We used to call it Sustainability
- Now call it efficiency or profitability

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Food & Drink Wales

# Egwyl

# Break

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@FoodDrinkWales

#BuddsoddiMewnSgiliau
#InvestInSkills

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# Buddsoddi mewn sgiliau masnachol: safbwynt y prynwr

Jon Williams & Dean Lindsay, CH&Co

# Investing in commercial skills: A buyer's perspective

Jon Williams & Dean Lindsay, CH&Co

# The Perfect Supplier!

**Invest in Skills, Invest in Growth.**

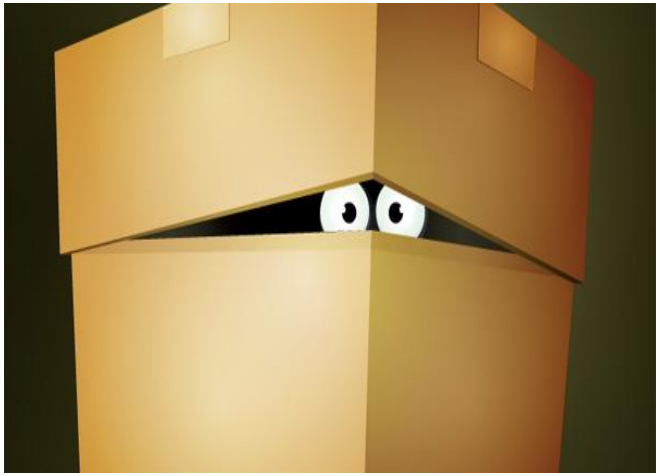
8th February 2018

CH&Co. GROUP

# Dean & Jon

Ampersand · Brookwood Independent School Caterer · Catermasters · Charlton House Est 1991 · Chester Boyd London · host a different taste · Lusso

# Some Of The Best Suppliers……



…….. Are Hidden In Plain Sight

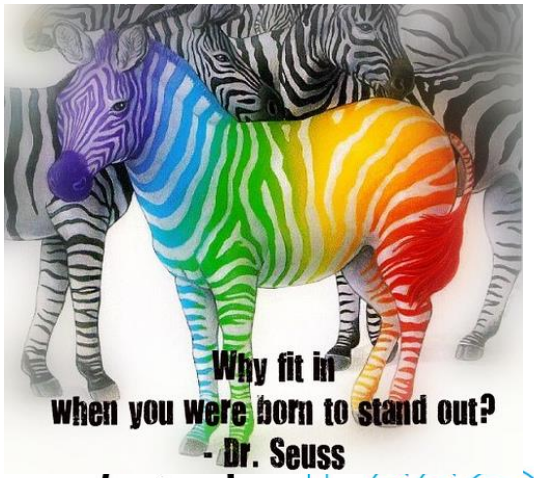
Ampersand Brookwood Independent School Caterer Catermasters CHARLTON HOUSE EST 1991 CHESTER BOYD LONDON host a different taste LUSSO

# And Some ……..

# STAND OUT FROM THE CROWD

(for the right reasons!)

# The Innovation Den



# The Innovation Den - Video

Ampersand Brookwood Independent School Caterer Catermasters CHARLTON HOUSE EST 1991 CHESTER BOYD LONDON host a different taste LUSSO

# What Makes A Great Supplier?

- Supply Chain Solutions
- Operational Innovation & Excellence

# What Makes A Great Supplier?

1. Product innovation (go-forward programme)
2. Leading the market
3. Understanding our business
4. Business approach & can do attitude
5. Passionate about the product & company

# What Makes A Great Supplier?

1. Packaging – fit for purpose & fit for the environment
2. CSR credentials
3. Well thought through & reasonable commercial expectations
4. Willingness to engage & to educate

# What Makes A Great Supplier?

1. Engagement with customers & clients
2. Education & knowledge sharing
3. Product development conveyer belt
4. Promotions & marketing
5. Growing sales & enhancing margin

# What Makes A Great Supplier?

1. Meeting our clients aspirations
    1. Sustainability
    2. Provenance
    3. Health & Nutrition
2. Supporting new business wins
3. Invoice accuracy
4. Product availability

# Debunk The Myths




**Every Business is the same**

# Thank You

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# Atebion i rai o'r problemau â sgiliau

Justine Fosh
Bwrdd Diwydiant Bwyd a Diod Cymru

# Solutions to some of the skills issues

Justine Fosh
Food and Drink Wales Industry Board

Bwyd a Diod Cymru
Food & Drink Wales

# Ffyrdd arloesol o ganfod talentau

David Evans, Dylan's
David Lloyd, Prifysgol Metropolitan Caerdydd

# Innovative ways of sourcing talent

David Evans, Dylan's
David Lloyd, Cardiff Metropolitan University

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Food & Drink Wales

# Sgiliau Bwyd Cymru – Cyllid ar gyfer sgiliau

Kevin Thomas, Lantra

# Food Skills Cymru – Funding for Skills

Kevin Thomas, Lantra

@BwydaDiodCymru
@FoodDrinkWales

#BuddsoddiMewnSgiliau
#InvestInSkills

# Food Skills Cymru

Kevin Thomas

National Director Lantra

SGILIAU BWYD CYMRU
FOOD SKILLS CYMRU

# Food Skills Cymru

"*A skilled and capable workforce is a prerequisite in any industry to increase productivity and efficiency, and to fuel innovation and growth".*

- **Towards Sustainable Growth: An action plan for the food & drink industry 2014-20**

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FOOD SKILLS CYMRU

# Project Outline

The project aims to address the needs identified in the Wales Food & Drink Strategy:

- Support will be provided to Wales based food & drink businesses (excluding retail) through technical and workforce development.
- A skills diagnostic process will be offered to assist in identifying the relevant technical & skills related gaps
- Support through suitable accredited or non-accredited solutions
- Delivered through a network of quality assured training providers
- Be-spoke solutions developed with the client

SGILIAU BWYD CYMRU
FOOD SKILLS CYMRU

# Project outline

- Food Skills Cymru will run alongside and complement other Government funded initiatives such as;
  - Apprenticeships
  - Helix
  - Cywain
- The project will be launched on April 1, 2018 and will run for 3 years initially
- Training solutions will be driven by the demands of industry
- An industry led project steering group established to ensure relevant and up to date issues are identified & addressed.

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FOOD SKILLS CYMRU

# Support

- Food & drink businesses will be supported through the process in a number of ways including;
  - Face to face discussion with an experienced account manager
  - Telephone
  - on-line support
- Funding will be available, intervention rates to be confirmed
- Training can be delivered in ‘bite-sized’ chunks of learning tailored to the job role needs.
- Training delivered ‘on-site’ wherever possible to limit inconvenience

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FOOD SKILLS CYMRU

# Outputs – 3 years

- 1000 unique learners
- 1500 training interventions
- 650 businesses supported (including hospitality)

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FOOD SKILLS CYMRU

# Next Steps

- Appoint project steering group and Chairperson
- Skills diagnostic in development
- Project already open to employer enquiries
- Contact details are;

  Email: Wales@Lantra.co.uk

  Telephone: 01982 552646

  Website www.foodskills.cymru

SGILIAU BWYD CYMRU
FOOD SKILLS CYMRU

# Diolch
# Thank you

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FOOD SKILLS CYMRU

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Food & Drink Wales

# Prosiect Helix a buddsoddi mewn sgiliau

Martin Jardine, Grŵp Llandrillo Menai
Arloesi Bwyd Cymru

# Project Helix & skills investment

Martin Jardine, Grŵp Llandrillo Menai
Food Innovation Wales

Arloesi Bwyd Cymru

Food Innovation Wales

HELIX

‘Knowledge transfer to develop a World Class Food and Drink sector’

# Cyflwyniad / Introduction:

CANOLFAN TECHNOLEG BWYD
FOOD TECHNOLOGY CENTRE
*Coleg Menai, Llangefni*

Arloesi Bwyd **Cymru**
Food Innovation **Wales**

Arloesi Bwyd
**Cymru**
Food Innovation
**Wales**

HELIX

| FTC | FIW | HELIX |
|---|---|---|

Grŵp Llandrillo Menai

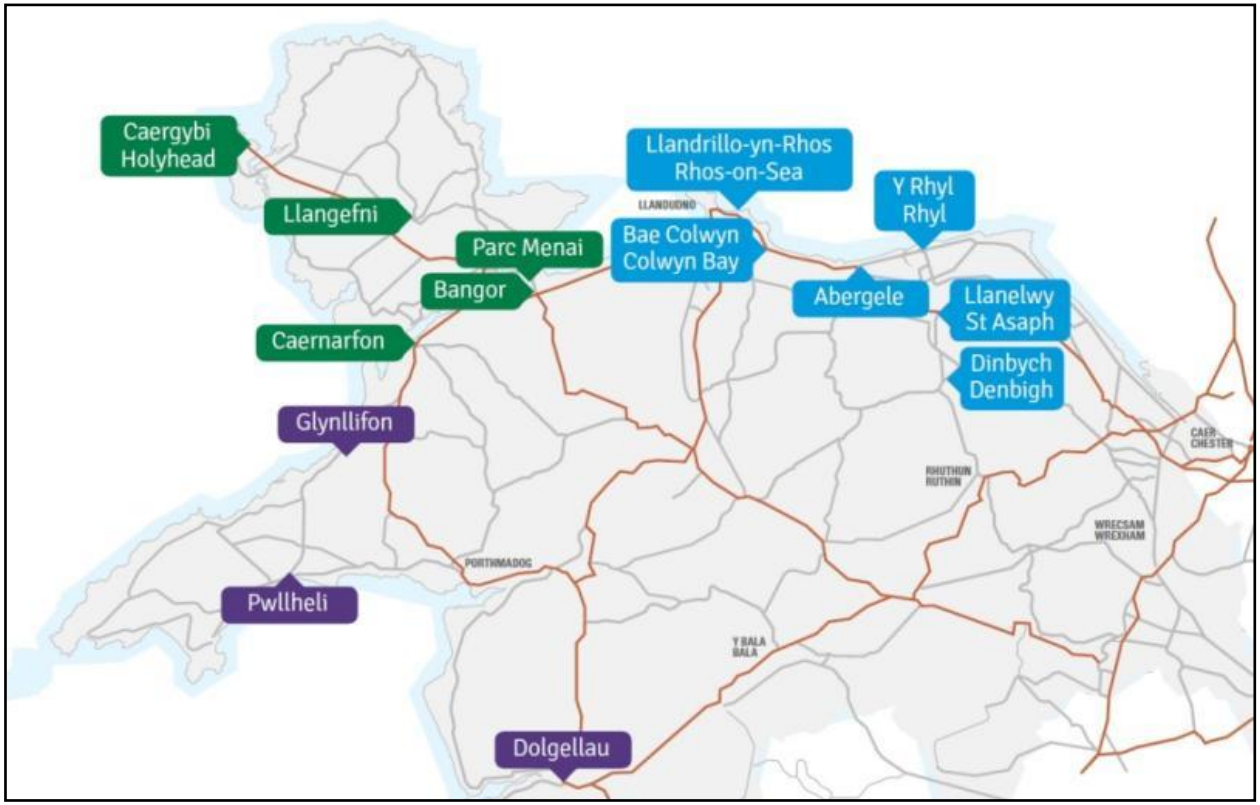
**34,000**
students

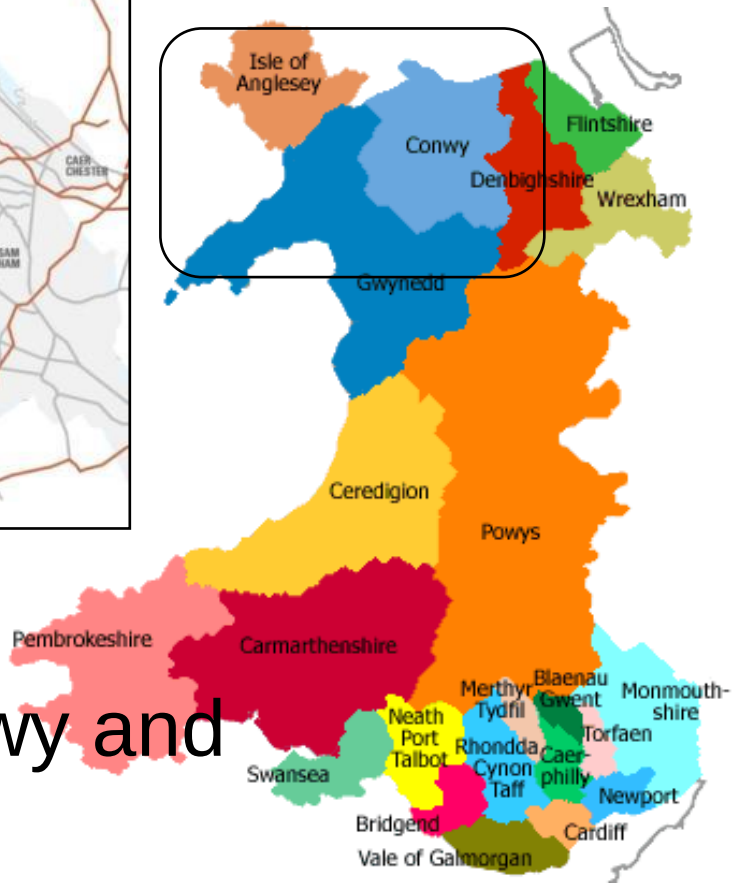
Approx.
**7,500**
**FT** students

**2,000**
staff

**14+**
Sites

# Prif Gampwsiaid / Main Campuses




14 sites across four counties – Môn (Anglesey) Gwynedd, Conwy and Denbighshire

# FTC Facilities & Services:

- Processing Halls
- Technical support
- New Product Development Kitchen
- Modern laboratory for food testing
- Conference facilities
- GLLM training & initiatives

(e.g. @Busnes, SEE project and NWBA)



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Food Innovation Wales

North Wales

CANOLFAN TECHNOLEG BWYD
FOOD TECHNOLOGY CENTRE
*Coleg Menai, Llangefni*

Mid Wales

Canolfan Bwyd Cymru
Food Centre Wales

South Wales

CANOLFAN
DIWYDIANT BWYD
ZERO FIVE
FOOD INDUSTRY
CENTRE


# Technegol / Technical
# Ymarfeol / Practical
# Arloesi /Innovative

# Rationale

Welsh Food Industry + Food Innovation Centres (Academia) + Government (Food Division) =

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Food Innovation Wales

HELIX

Cronfa Amaethyddol Ewrop ar gyfer Datblygu Gwledig:
Ewrop yn Buddsoddi mewn Ardaloedd Gwledig
European Agricultural Fund for Rural Development:
Europe Investing in Rural Areas

Llywodraeth Cymru
Welsh Government

# European Agricultural Fund for Rural Development

**Project HELIX:**
**Delivery up to: December 2022**
**Project end: September 2023**

**Intervention Rates:**
**Micro Business (up to 100%)**
**SME Business: (Up to 80%)**
**Large: N/E**

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Welsh Government

Arloesi Bwyd
**Cymru**
Food Innovation
**Wales**

# HELIX

Food Innovation

Food Efficiency

Food Strategy

**Cronfa Amaethyddol Ewrop ar gyfer Datblygu Gwledig:**
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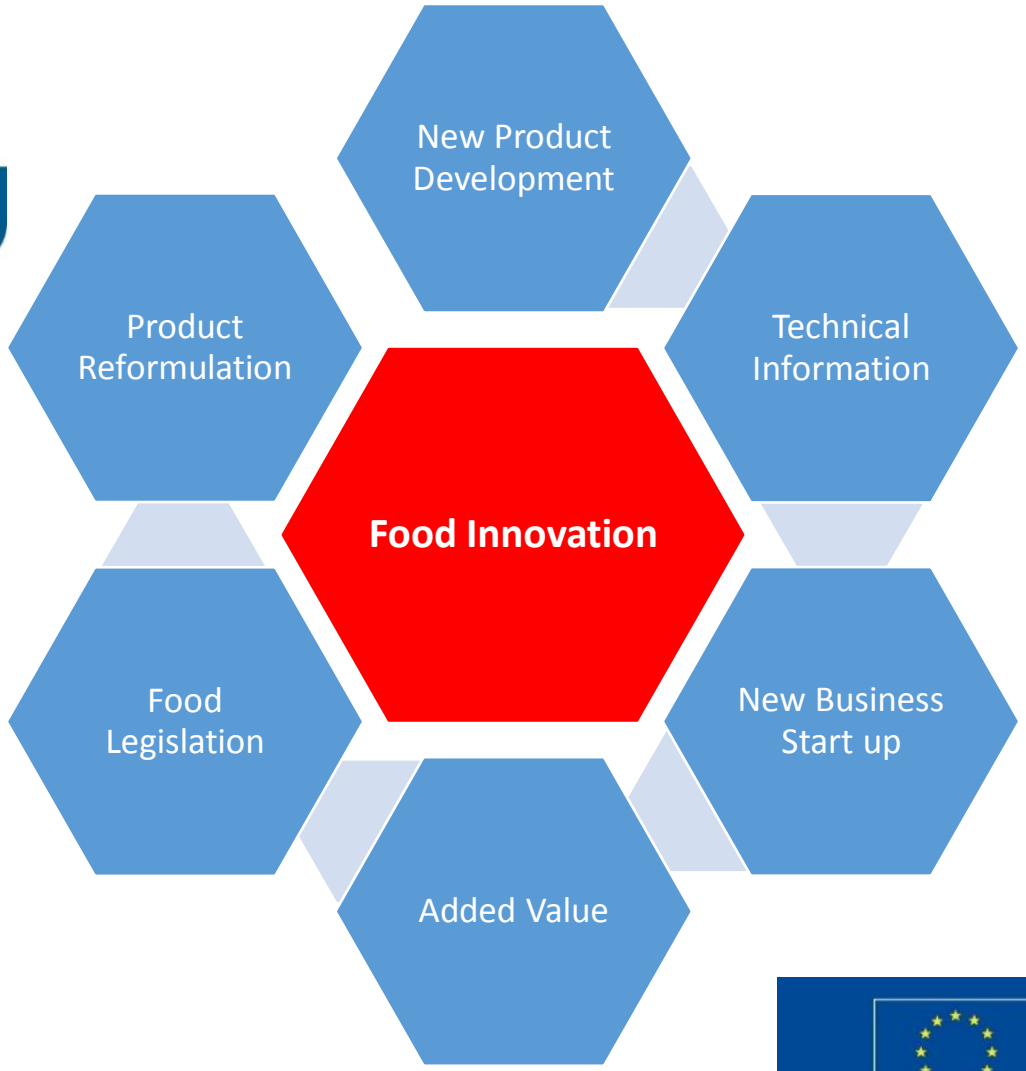
Welsh Government

Arloesi Bwyd Cymru
Food Innovation Wales

HELIX Arloesi Innovation

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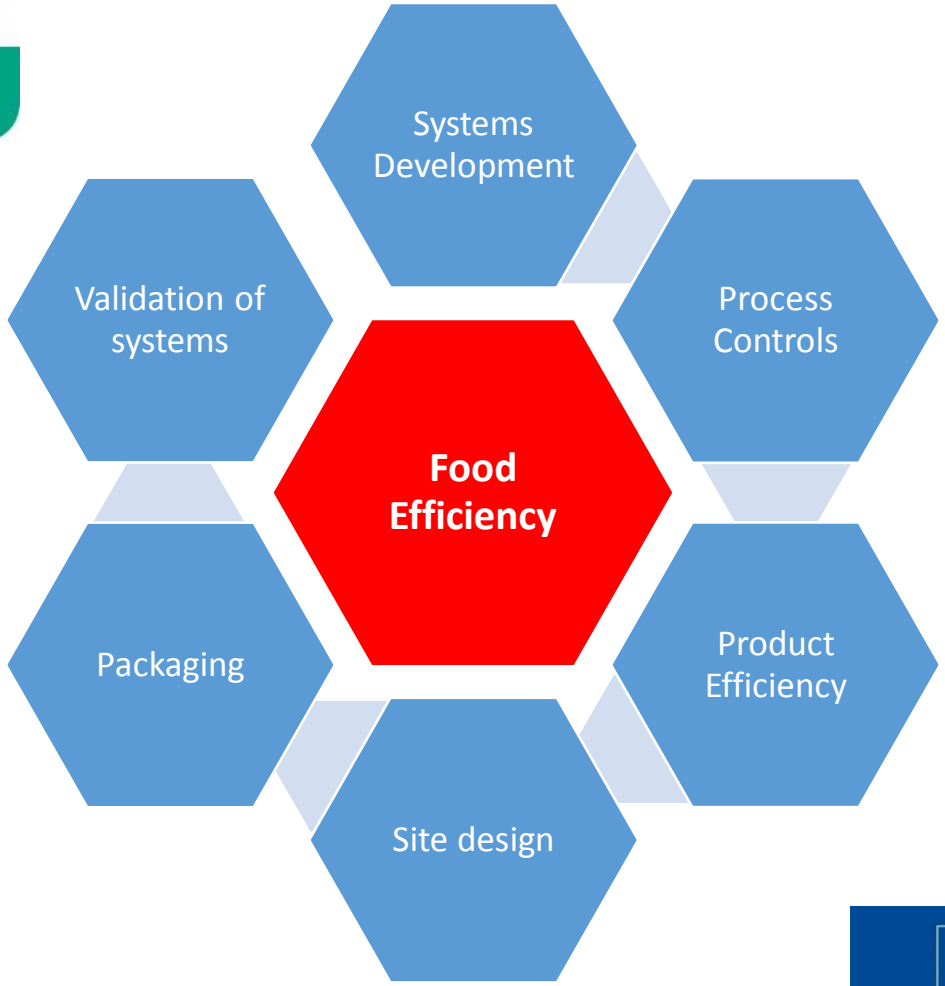
Welsh Government

Arloesi Bwyd Cymru
Food Innovation Wales

HELIX Effeithlonrwydd Efficiency

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HELIX Strategaeth Strategy


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Welsh Government

# CANLYNIADAU / OUTPUTS:

300+ Companies signed up

118 Unique participants

197 Training days given

155 New products supported

16 New markets accessed

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Food Innovation Wales

HELIX

# CANLYNIADAU / OUTPUTS:

- 50+ Start up companies
- 33.5 New Jobs created
- 160 Jobs safeguarded
- £23+ Million Impact

(Data Verified by Managing Directors)

Arloesi Bwyd Cymru
Food Innovation Wales

HELIX

# Partneriaid y Diwydiant / Industry Partners:

NIMBUS FOODS

SIWGR a SBEIS

RHUG ESTATE ORGANIC FARM

the coconut kitchen
the essence of Thai cuisine

Knolton FARMHOUSE CHEESE DAIRY PROCESSING

SOUTH CAERNARFON CREAMERIES

HENLLAN BAKERY Est 1908
TRADITIONAL · FINE BAKING ·

GOCH & COMPANY
simply tasty sauces

a taste of pure honey hilltop honey

CALON BWYD CYMRU blas ar fwyd WELSH FOOD HUB

The CAKE CREW

Welsh Lady Est. 1966

PLAS FARM
Isle of Anglesey

HARLECH
GWASANAETH BWYD . FOODSERVICE

NATURAL HALEN MÔN
ANGLESEY SEA SALT

YR ARDD FADARCH
THE MUSHROOM GARDEN
ERYRI | SNOWDONIA

Calbee
United Kingdom

the pudding compartment

# Partneriaid y Diwydiant / Industry Partners:












CANOLFAN TECHNOLEG BWYD
FOOD TECHNOLOGY CENTRE
*Coleg Menai, Llangefni*

# Diolch / Thank you


Martin Jardine
Food Technology Centre Manager

www.foodtech-llangefni.co.uk
@foodtechcentre1



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Welsh Government

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Food & Drink Wales

# Addewidion Gyrfaoedd 'Tasty'

Andy Richardson
Cadeirydd, Bwrdd Diwydiant Bwyd a Diod Cymru

# Tasty Careers Pledges

Andy Richardson
Chair, Food and Drink Wales Industry Board

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@FoodDrinkWales

#BuddsoddiMewnSgiliau
#InvestInSkills

Bwyd a Diod Cymru
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# Diwedd
# Close

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@FoodDrinkWales

#BuddsoddiMewnSgiliau
#InvestInSkills