

Holbeach Campus



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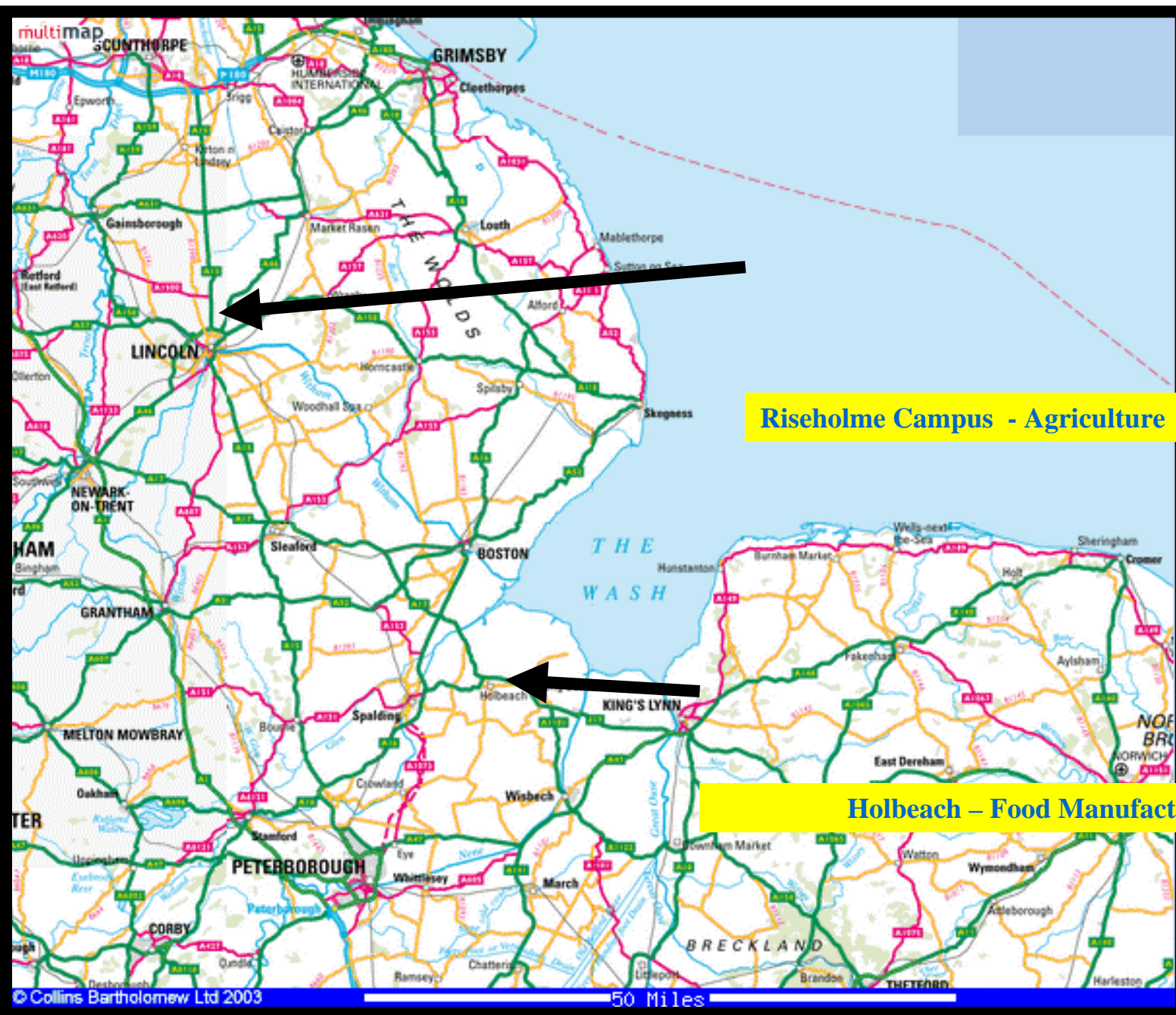
Education and Skills for Food Manufacture

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Riseholme Campus - Agriculture

Holbeach - Food Manufacture



Holbeach Campus - strategic location



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- Positioned at the heart of South Lincs. food cluster.
- Close proximity to major manufacturers both Lincolnshire and surrounding counties including:
Geo Adams, Geest, Moy Park, Premier Foods, Uniq, Green Core, Bernard Matthews, Padley Veg. Q.V.Foods
- Network of SME businesses (many supply primary products into major processors).



Issues facing the Food Industry



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- Increasing competition - local, national and global
- Increasing pressure from supermarkets
- Cost conscious and discerning consumers requiring higher quality at lower prices
- Consumer trends towards health, wellbeing and convenience
- Increasing Regulation resulting from EU & UK Legislation



U.K. Food Industry Response



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- Lower cost production – application of technology, automation and Lean Manufacturing Techniques
- Added value through innovation & technical resource & experience:
Product & Process Development
Consumer led products (functional, healthy, organic, diet, convenience)

Skills Need of the Industry



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- Skilled managers to drive up efficiencies and process improvement
- Skilled, technically able, operators confident in the use of highly technical (and expensive) equipment and processes
- Food Scientists and Technologists to:
innovate - new product & process development
Compliance with technical standards - Food Safety and Quality, BRC4, ISO22000
- All round need for flexibility, multi-skilling and multi-tasking



Skills challenges, gaps & shortages in the Lincolnshire Food Industry



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- Traditionally, large proportion of workforce have relatively low skills (nationally, one third do not hold any qualification at NVQ Level 2 or above)
- Unemployment in South Lincs. (less than 1%) results in a transient workforce, high staff turn-over, increased wage costs
- Acute national shortage of graduates in Food Science and Technology – rural location fails to attract graduates
- Serious shortage of young people (39% of employees are over the age of 45. Only 10% of the workforce represented by 16 – 24 age group!
- Rapidly increasing number of foreign national employees in the sector, thought to account for approx. 30% of food sector workforce in South Lincs. (ref. FDF)



Risks for food companies



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- Lack of profitability due to waste and inefficiency.
- Waste of resource and opportunity due to high staff turn-over.
- Reticence in some cases to upskill. Training investment is perceived as short-term
- Poaching of skilled staff from/by other companies.
- Failure to invest in the future because of lack of confidence in the ability to effectively resource growth.
- Inability to innovate and add value and meet technical standards

History of Holbeach Campus



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- 1980s – County Agricultural College day-release centre delivering courses in Agriculture, Ag. Engineering & Horticulture
- Early 1990s – declining numbers results in course closure
- Mid 1990's – new relationships with Food Manufacturing sector initiated at local level
- 2002 - the Campus ownership transfers to the University of Lincoln accompanied by significant investment and strategic commitment
- 2006 – Campus transformed from local facility to regionally significant resource base for food sector and evidence of increasing re-engagement with agriculture and primary processing sector.(Farm to Fork. Plough to Plate).



Holbeach Evolution



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2003

- Local facility supporting 14 Large & 6 SMEs
- Lecturers: 4 full time, 6 part time 3.5 support staff
- 1835 Enrolments 80% at Level 1
- Predominantly FE funded short courses
- 34 HE students (20 FTE)
- Embryonic partnerships

- Regional/ national facility supporting Large 45 Large & 85 SMEs
- Lecturers: 11 full time, 10 part time 8.5 support staff
- 3000 Enrolments 20% at Level 1
- Diverse range of provision
- HE students 120 (60 FTE)
- Strong partnerships with regional partners



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- £2.9m redevelopment - open Sept 2004 with state of the art facilities (Primarily Lincolnshire County Council and Regional Partners e.g. ERDF, EMDA & others)
- Provision focused on meeting the need of employers in the Food Sector – ‘demand led’ portfolio with strong employer partnerships
- CoVE Status – Centre of Vocational Excellence in Food Manufacturing Technology
- CKE Status – Regional Centre for Knowledge Exchange in partnership with Nottingham Trent University



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- FE & HE, Research & Development
- Provision entirely part-time – adults and young people employed in the Food Industry.
- More than 2500 part-time learners (6% under 19, 23% Foreign nationals, 40% female).
- Provision for schools – Increased Flexibility Project
- Local, Regional and increasingly national employer patronage.
- Curriculum extends from pre-entry to post graduate (Basic Skills, Training and Development, ICT, Food Manufacture, Management)



Comprehensive Curriculum

Pre-entry to Post Grad. (FE/HE Mix)



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- Higher Education – HNC/ Foundation Degree/ BSc & Masters.
- Short Courses – Routine and Specialist
- BTEC Nationals, NVQs and Apprenticeships
- Learning and Development
- Skills for Life and ESOL
- Enable employers to ‘grow’ technologists & managers
- To meet specific skills or legislative needs
- To develop employees, upskill skill and facilitate progression
- To help companies develop training infrastructure
- To help foreign nationals integrate and progress



Curriculum/skills offering



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- Wide range of topics, including:
- Food Manufacturing, Automation & Business Improvement
- Food Science, Analysis, Nutrition
- Food Hygiene, Safety and HACCP
- Product Technology (Meat, Poultry and Fresh Produce Technology)
- New Product Development, Sensory Science
- Management and Team Leading
- Supply Chain Management
- Distribution, Warehousing and Storage
- Health & Safety and Environment
- Training, Key & Basic Skills / ESOL/ICT



Supporting integration and progression for foreign national employees in the sector



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- Complex mix of nationalities and prior attainment
- Limited understanding of cultural issues by some employers
- Level of commitment by employers inconsistent
- Practical difficulties in organising training
- Much good progress made but lots of frustration!
- Many key and permanent members of the workforce
- Evidence of progression within FE but not into HE
- Key need to develop mechanisms for progression into Level 3 and HE. i.e. support with technical language and supported skills development

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Nationalities Profile 2004/5



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Profile of students studying CG Literacy and Numeracy and ESOL

AFGHANISTAN	10	MOLDOVA	5
BANGLADESH	1	NAMIBIA	1
BELGIUM	2	PAKISTAN	3
BRAZIL	20	PHILIPPINES	1
BRITAIN	58	POLAND	140
BULGARIA	22	PORTUGAL	61
CZECH REPUBLIC	8	ROMANIA	4
ESTONIA	2	RUSSIA	15
FRANCE	1	SLOVAKIA	3
GREECE	2	SLOVENIA	2
INDIA	1	SOUTH AFRICA	5
IRAN	1	SPAIN	1
IRAQ	11	SRI LANKA	1
ITALY	11	TANZANIA	1
LATVIA	28	THAILAND	2
LITHUANIA	40	UKRAINE	8
Total No of Students	472	YUGOSLAVIA	1



Engaging Young People



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- Only 6% of Campus's enrolments are aged under 19! (reflective of the image of the sector)
- 50 young people engaged from 4 local schools via the IFP (Increased Flexibility Programme)
- GCSE Food Manufacture
- Strong support from industry
- Responsible and supportive partnerships with schools
- Results?



Skills Development



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- Key focus for Campus is at Level 3 and above (defined by employers)
- Campus plays a key role in enabling companies to be self-sufficient in delivering training at lower levels
- Key demand for skilled technical operators
- Key demand for skilled managers in technical and manufacturing roles
- Employers support has enabled the campus to progress latter by the provision of guidance and equipment



Strategic Employer Partnerships



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- Strong employer partnerships -130 Companies (85 SME's)
- Majority local/regional but increasing national/international profile
- **Employers Project Group**
Employer members - Geo Adams, Geest, Premier, Moy Park, QV Foods
Equipment members – Ishida Europe, Dansensor, Air Liquide, Turbo Systems, Sealed Air (Cryovac).
U.L. and other stakeholders



Progress through the Employers Partnership



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- Development of courses to meet immediate skills shortages
- Support for the development of resource to support trials, research and development
- Commitment by suppliers to supply equipment for training and research and development
- Substantial ‘in kind’ support
- Strategic networking opportunities for the Campus
- Strong support for a proposed Phase 2 development at Holbeach to facilitate more extensive training facilities





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The outcome

(pictures of new campus facilities)



Ensuring adult participation - the challenges?



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- Reduction in adult funding for FE – will it reduce engagement or just change the focus?
- What are the implications for progression?
- ‘Top down’ strategies to engage employers – will they work?
- Planned withdrawal of funding from some qualifications – what effect?

Where do we go from here?



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National Profile (Sector Skills Academy hub?)

Focus on Higher Level Skills & Technologies

Strengthening of provision in Manufacturing Management and Process Automation

Stronger links with agriculture and course development

Development of research portfolio

Development of Phase II and Partnerships

Good news for the rural community!

