

Food and Drink

Current and future skills demand

The sector encompasses: Crop and Animal Production, Hunting and Related Service Activities, Fishing and Aquaculture, Manufacture of Food Products and Manufacture of Beverages.

The Economy¹



Gross Value Added (GVA)² in 2019

Total **Food and Drink** GVA is: **£5,898m**
up 36% from 2009

Forecast GVA in 2029: **£6,584m**
up 12% from 2019



Productivity (GVA per job) in 2019

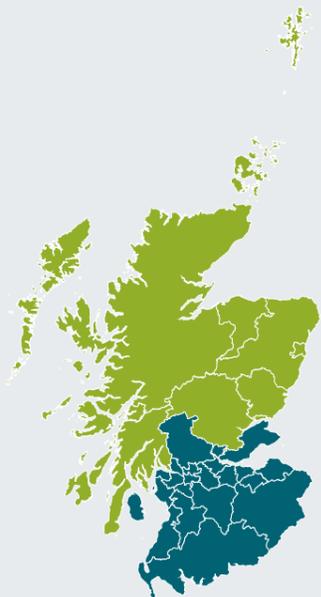
Food and Drink productivity is: **£62,231**
up 42% from 2009

Productivity across **all sectors** is: **£50,368**
up 13% from 2009

Forecast productivity in 2029: **£72,963**
up 17% from 2019

£57,747
up 15% from 2019

Employment



Top Employing Regions 2019³

Highlands and Islands
21,300 jobs

Aberdeen City and Shire
13,200 jobs

Tayside
9,400 jobs

All Other Regions
50,900 jobs

Scotland Total⁴ Jobs in 2019
94,800 jobs

📉 2029: down by 5% to 90,200

Brexit 2017–18

EU Nationals working in Food and Drink⁵

8.4%
Percentage of EU Nationals working in **Food and Drink** in Scotland



Percentage of the regions **total sector workforce** made up of EU Nationals

Eastern Scotland⁶:

9.4%

South Western Scotland:

5.8%

North Eastern Scotland:

14.8%

Highlands and Islands:

7.8%

Future Job Openings

From 2019 to 2029 there will be a requirement for:



¹ Forecasts by Oxford Economics (unless otherwise stated).
² GVA is the measure of the value of goods and services produced within the economy. GVA in constant 2016 prices.
³ Measured by total number of jobs.

⁴ Please note that 2019 is a forecast figure.
⁵ Source: Office of National Statistics (ONS) April 2017–March 2018. Due to data availability the sectoral definition varies from those we have used elsewhere in this infographic. For 'Food and Drink' have used 'Agriculture, Forestry and Fishing' and 'Manufacturing' -

therefore figures may not sum to Scotland's total. Where forestry has been included in this definition, it is important to note that this is not included in the Food and Drink sector.
⁶ In Eastern Scotland, the figure for Agriculture, Forestry and Fishing alone is 16.5%.

⁷ Expansion demand is the measure of an increase/decrease in jobs, as a result of economic growth or contraction; replacement demand is the number of job openings generated through labour market churn (i.e. those who retire, move away, or change jobs). N.B. Some figures may not sum due to rounding.

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Vacancies^{8,9}

Vacancies 2018



Glasgow City
506 vacancies
accounting for 20%

City of Edinburgh
485 vacancies
accounting for 19%

Aberdeen City
204 vacancies
accounting for 8%



Production Managers and Directors in Manufacturing
103 vacancies
accounting for 4%



Engineering Technicians
93 vacancies
accounting for 4%



Sales Related Occupations
89 vacancies
accounting for 4%

Total vacancies in
Food and Drink:
2,523 vacancies



Salary 2018

Median real-time advertised salary in **Food and Drink:**
£22,700



Gender Pay-Gap¹⁰

17.2%

Scotland: 5.7%

Skills Shortage Vacancies and Gaps¹¹

Skills Shortage Vacancies¹²

Density of Skills Shortage vacancies in **Food and Drink:**
20%



Scotland: 24%

Skills Gaps¹³

Density of Skills Gaps in **Food and Drink:**
6%



Scotland: 5%

Sectoral Insight¹⁴



Current **skills shortages** across a range of occupations including, engineers, food scientists/technologists and dairy farmers.



The sector's main priority is to build a **talent pipeline**, and raise awareness of the diverse career opportunities available. A focus of activity has been to develop industry insight materials that will support DYW Groups, to encourage education and business partnerships and inform career influencers.



Businesses within the sector are going through a period of change with the adoption of new technology, automation and robotics. This has resulted in an overall employment decline, however there is a **demand for higher level skilled jobs**.



The **Apprenticeship Family** is being promoted amongst the sector to demonstrate how work-based learning can increase business performance. Three new Modern Apprenticeship Frameworks have recently been developed in response to industry demand : Brewing, Technical Food & Drink, and Land Based.

⁸ Source: Burning Glass Technologies Jan 2018 - Dec 2018 (based on calendar year). <http://www.burning-glass.com>.

⁹ Burning Glass technologies gather insight on vacancies from online job postings and websites.

¹⁰ Source: ONS 2018, based on the Annual Survey of Hours and

Earnings based on full-time employee jobs.

¹¹ Due to the way the Employer Skills Survey collects and reports data, the sectoral definitions vary from those we have used elsewhere in this infographic. To define the Food and Drink sector, we have used 'Primary & Utilities' and 'Manufacturing'.

¹² Base: All establishments with vacancies (only 2017 shown).

Skill-shortage vacancies as a proportion of all vacancies. This may be due to a lack of skills, qualifications or experience amongst applicants.

¹³ Base: All establishments (only 2017 shown). Skills gaps: the proportion of the workforce lacking full proficiency.

¹⁴ Insight provided by the Key Sector Managers who work closely with industry experts and employers.