





## Kick start their Tasty Careers

Have your students ever considered a career in food and drink?

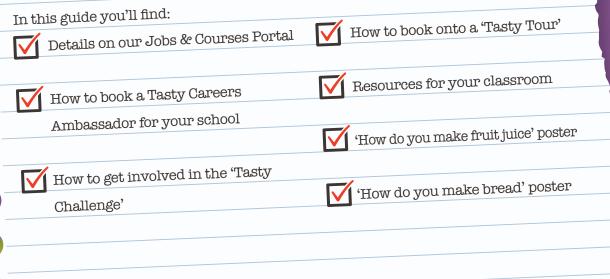
Well, Tasty Careers is a great place to start, helping young people find excellent, well-paid job opportunities and long-term careers. This resource will help you understand how to make the most out of Tasty Careers and show you how it can benefit your students and give them a flavour of the industry.

There are many exciting routes in this constantly developing industry. Plus, career development and average salary in the food and drink industry are higher than in many other sectors.

If you'd like to get involved with any Tasty Careers initiative mentioned in this resource, please do get in touch!

www.tastycareerswales.org.uk.

#### Check List





Anennir yn Knamol ga Lywodraeth Cymru Part Funded by Welsh Government

All materials are available in both English & Welsh and can be downloaded from **www.tastycareerswales.org.uk/resources** 



# TASTY CAREERS JOBS & COURSES PORTAL

We promote job vacancies for welsh food & drink businesses as well as courses and apprenticeships from welsh training providers on our Tasty Careers Wales website. Both the jobs & courses portals are linked with our social media platforms on

Twitter and Facebook, meaning students can "turn on" their notifications and get the latest information on sector specific opportunities.

Tasty Careers is all about getting people a career in the food & drink industry, so we only promote roles which have guaranteed training or development attached to them, such as apprenticeships, internships, summer placements, graduate schemes, lower level direct entry roles or early managerial roles.

We occasionally advertise work experience opportunities as well, which we know is so important to students, like yours! DID YOU KNOW?

The food and drink supply chain in Wales has a turnover of £19.1bn and employs over 240,200 people!

TO FIND OUT MORE VISIT TASTYCAREERSWALES.ORG.UK FACEBOOK.COM/TASTYCAREERS S@@TASTYCAREERS @@TASTYCAREERS

Stats from www.gov.wales/foodanddrinkwales

# TASTY AMBASSADORS

£27,900!

Tasty Careers Ambassadors are young people selected by their employers to represent both their company and the Welsh food & drink manufacturing industry.

It is a structured schools and college outreach programme managed by the National Skills Academy for Food & Drink (NSAFD).

Tasty Careers Ambassadors are trained to deliver presentations to schools local to their business, representing not just their employer, but the sector as a whole. They are provided will all the tools and information required to do this as part of the training.

Case studies from Tasty Ambassadors are placed on the Tasty Careers website which provides a handy reference for both teachers and students wanting to find out what careers in food or drink manufacturing can involve, plus the broad range of jobs undertaken in any food or drink business.

The Tasty Careers Ambassador programme came about as a result of research back in 2009, involving UK secondary schools. The research showed that students lacked DID YOU KNOW? any real understanding of what local businesses involved in food and drinks manufacturing really did - they knew food came from farmers' fields The average full time and ended up on supermarket shelves but had little idea of what salary in the Welsh food happened in between. As a result there is a very low level & drink manufacturing of awareness of the wide range of jobs or the sheer variety of career opportunities on offer. Food and drink simply isn't sector is just over on their radar.

Tasty Careers Ambassadors can be booked to visit your school with the aim of encouraging students to think about future study and career options and to think about choosing the kind of courses valued in food and drink food businesses. We want them to be aware of what's on offer and consider the education options and many vocational courses and gualifications available in secondary, further education and even higher education that open the door a successful career within the industry.

Some students may be ready to think about a food and drink career straight after school - others may be looking further ahead. But food and drink careers will only be on their roadmap with your input.

# TASTY CHALLENGE

The purpose of the Tasty Careers Enterprise and Employability Challenge is to develop students' skills, whilst providing opportunities for them to develop enterprising skills and attributes and enhance employability. During the Tasty Challenge students will develop skills in Creativity and Innovation, Personal Effectiveness and Digital Literacy and apply them to the task at hand!

The Challenge, which has been designed to form part of the Welsh Baccalaureate, takes place during school term time, and involves Tasty Careers Ambassadors and experts from the industry to help encourage imagination and creativity to create a brand new product. Students will have to \_

produce market research in order to develop the best product possible, as well work together with others through team building, developing their skills and awareness of the outside world of work.

The Tasty Challenge aims to introduce students to the wider world of the food & drink industry by teaching them about all the different jobs involved in the sector (throughout the whole supply chain) and develop their problem solving skills when working out if their new product would be easy to design, produce and finance.

The best designed products will then have the opportunity to be prototyped and put into a final at the Taste Wales Show, where the winner will be picked by various food & drink businesses and international buyers from the industry. They and their schools will then be presented with a prize!!

## **TASTY EVENTS**

We attend careers fairs and exhibitions all over the UK, including Welsh specific events. At the various events, we bring along our expert "Tasty Team", as well as some of our Tasty Careers Ambassadors to help encourage young people into the food & drink industry, to educate parents on the range of

opportunities & roles that are available to their children and to support teachers with information, advice and resources for their pupils. Take a look at our "Tasty Events" page on the Tasty Careers Wales website to see where we'll be next and hopefully we'll get to meet your schools soon enough! While you're there, look out for Bernard the cow... you can't miss him!

# TASTY TOURS

We think it's important for students to understand how their food is made, the manufacturing process involved and how it gets from the field to their table.

In order to do this, we give groups of school children the opportunity to have a behind-the-scenes tour of some of the best Welsh food & drink manufacturing businesses.

#### What does a Tasty Tour include?

A Tasty Tour is a half-day full of learning, projects and challenges.

It starts with an introduction from the National Skills Academy for Food & Drink giving an overview of the industry as whole. This is then followed by a welcome from the business and information on what the students should expect throughout the day.

The group is then taken on a tour around the business's food or drink factory/manufacturing area, where they will be shown a product being made and the steps involved to turn it into the finished item.

The afternoon is then based in a classroom environment, where the students will be given a project or workshop based on what they have seen during their morning tour.

Hear what some schools have already said about Tasty Tours...

"A fantastic experience that we all thoroughly enjoyed. It was a very valuable enrichment of the new GCSE Food and Nutrition specification and we would welcome visits in the future."

"If you run any trips into other factories and you are looking for schools to participate we would love to be involved!"

# **WELSH FOOD & DRINK INDUSTRY**



https://businesswales.gov.wales/foodanddrink/about-us/welsh-food-and-drink-number

# CASE STUDY

NAME: KATE HANCOCK JOB TITLE: COMMERCIAL EXECUTIVE EMPLOYER: 2 SISTERS FOOD GROUP QUALIFICATIONS: 2:1 LLB LAW DEGREE



WHAT DOES A COMMERCIAL EXECUTIVE DO?

I maintain the company's Commercial Forecast. This involves forecasting weekly sales for the financial year. We measure against our budget and also we take a cut of the forecast every month to measure against. This indicates whether we are close to or exceeding our forecasted sales at the beginning of the year. Along with the Commercial Manager we are accountable for helping deliver the overall site budget/profit and margin.

## WHAT ADVICE WOULD YOU GIVE TO SOMEONE THINKING OF PURSUING THIS CAREER?

Having a good understanding of the business you work for and having the right attitude is just as important to success in a Commercial environment as it is to having the qualifications.

#### WHAT'S THE BEST THING ABOUT YOUR JOB?

One of the best things about my job is that I get to work with a great team of people and help deliver a promotion or deal that we have been requested by the customer. I love walking into a store to see our products with a big promotional sticker on it. It's a very good feeling.

#### IF YOU COULD GIVE YOUR 16 YEAR OLD SELF SOME CAREER ADVICE, WHAT WOULD IT BE?

I never even thought about the food industry as a career path when I was 16, but I wish I had! When you are 16 it's so difficult to know what you want to do but my advice is to inform yourself as much as possible by researching companies online and requesting work experience to build a relationship with a business.

## DID YOU BUY SOMETHING SPECIAL WITH YOUR FIRST PAY CHEQUE?

I opened a Help-To-Buy ISA with my first pay cheque! A year down the line I am just about to move into my first home!

## WWW.TASTYCAREERSWALES.ORG.UK

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# CASE STUDY

### NAME: STEPHANIE NORTH JOB TITLE: QUALITY AUDITOR **EMPLOYER: ALLIED BAKERIES**

QUALIFICATIONS: BSC FOOD SCIENCE AND TECHNOLOGY, LEVEL 3 HACCP

#### HOW DID YOU END UP IN THIS JOB?

I fell into the food industry. I had no idea what I wanted to do while I was at college, all I knew was I wanted to go to university. I looked through a lot of prospectuses and I noticed the food science course which no one had spoken to me about before so I went for it. I choose Cardiff Met as it had the opportunity for a placement year in the industry between 2nd and 3rd year which was how I ended up at Allied Bakeries.

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I AM DOING NOW,

After working for a few months in a flour mill, I then moved into the Technical Team 9 months. It was a fantastic 9 months where I gained a lot of experience and luckily a vacancy opened up, which I was successful in securing and have been with Allied Bakeries ever since. I worked here through my final year at university and had great support from everyone in the team.

#### WHAT'S THE BEST THING ABOUT YOUR JOB?

The best thing about my job is the variety of things that I can get involved in. The support I get from all teams across the site is great which helps me to continue to learn new things and gain more and more confidence in dealing with issues that may arise.

#### IF YOU HAD THE CHANCE TO DO IT ALL OVER AGAIN, WHAT WOULD YOU DO THE SAME/DIFFERENTLY?

The only thing I would change would be to have more knowledge about the food industry before choosing the option at university. It would have given me and better chance to make a more informed decision about the career path I would have liked. Having said that, I wouldn't change anything about what I am doing now as the food industry has given me so much confidence in my ability and I am glad that this has worked out so well for me.

#### WHERE DO YOU SEE YOURSELF IN FIVE YEARS TIME?

In 5 years' time I hope to still be in the food industry and will have increased my knowledge and ability to become a Technical Manager of a site.

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# CASE STUDY

NAME: RICHARD DAVIES JOB TITLE: TECHNICAL MANAGER EMPLOYER: CASTELL HOWELL FOODS LTD

QUALIFICATIONS: BSC INFORMATION SYSTEMS AND TECHNOLOGIES

#### WHAT DOES A TECHNICAL MANAGER DO?

As a Technical Manager I have to ensure that the requirements of Health and Safety, Environmental, Quality and Food standards, including Company Policies are adhered to. I have to ensure that all documentation, safe systems of work, risk assessments, HACCP's and flow charts are in place and controlled. I work closely with Production Managers to implement procedures and have to liaise with external stakeholders such as Food Standards Agency Veterinary Officers, Trading Standards Officers, auditors and customers.

## WHAT ADVICE WOULD YOU GIVE TO SOMEONE THINKING OF PURSUING THIS CAREER?

Be prepared to begin in a production based role. This gives you the opportunity to learn and understand the systems and processes before you are responsible for managing them.

#### WHAT'S THE BEST THING ABOUT YOUR JOB?

I have the opportunity to work for a large family orientated company. No two days are the same, you will always face new challenges. Whilst the role can be challenging it can also be very rewarding when audit result are received. I am fortunate in my role to be given opportunities to develop myself further through a variety of training courses.

#### IF YOU COULD GIVE YOUR 16 YEAR OLD SELF SOME CAREER ADVICE, WHAT WOULD IT BE?

At 16 years of age I never gave any thought to working within the food industry. It is definitely a route I would consider if I was 16 again and will encourage my children to think about when they reach 16. It is one of the fastest growing areas for employment within the United Kingdom and there are a large variety of job opportunities available from accounting and butchering to sales managers and human resources.

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EMBRACE EVERY OPPORTUNITY TO ELARN SOMETHING NEW. WHAT MIGHT SEEM IRRELEVANT NOW, MAY BE VALUABLE IN THE FUTURE.

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## CASE STUDY NAME: LEIGH POXON **JOB TITLE: BAKER**

### **EMPLOYER: HENLLAN BAKERY**

**OUALIFICATIONS: NVO IN BAKING INDUSTRY SKILLS LEVEL 2** 

#### WHAT DOES A BAKER DO?

A baker makes bread, morning produce and cakes. Predominantly I produce quality hand crafted bread from scratch starting with the ingredients, mixing them into a dough and shaping them ready for the proving process, then from the provers to the ovens. Being a baker isn't just about throwing some ingredients into a bowl, it about passion and perfection.

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#### HOW DID YOU END UP IN THIS JOB?

Well, I started my working life in resturant kitchens where I found my passion for working with food. I worked my way from a chef, to a kitchen team leader and then an acting kitchen manager. After 8 years of being a chef I felt the need for a change, for something that moulded around my family life better, which is why I became a baker. And that's where I found a new challenge, a new excting journey.

#### WHAT ADVICE WOULD YOU GIVE TO SOMEONE THINKING OF PERSUING THIS CAREER?

Go for it! It's a rewarding, enjoyable job and you'll get challenged. There is progression in the industry and job stability! The job can be demanding and the environments can be difficult at times, but what could be better than being around fresh bread and cakes all day? Luckily I work for a good company who are passionate about training and investing time into the next generation of bakers.

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# HOW DO YOU MAKE A LOAF OF BREAD?

... It's not as simple as you might think...

FARMERS grow the wheat and harvest it using equipment designed by AGRICULTURAL ENGINEERS. The wheat is milled and the protein level of the flour checked by FOOD TECHNOLOGISTS to make sure it is right for bread making. Then BUYERS from the bakery source more ingredients including salt, sugar and yeast. FOOD SCIENTISTS & TECHNOLOGISTS check the quality of the ingredients and then it is over to the PRODUCTION MANAGER'S TEAM to manufacture the right quantities of bread using the recipe developed by the PRODUCT DEVELOPMENT MANAGER while FOOD ENGINEERS design and maintain the equipment used during baking and slicing. FOOD PACKAGING RESEARCHERS by now, have already investigated and chosen packaging to select the right packaging material and method. Throughout this whole process managed by the TECHNICAL MANAGER the quality and safety of the bread is checked continuously by the QUALITY ASSURANCE MANAGER. Finally, the bread is dispatched to the shop by the DISTRIBUTION MANAGER so that when it gets into your shopping bag it's fresh & wholesome!

## BET YOU THOUGHT IT ONLY TOOK A FEW CUPS OF FLOUR & SOME BUTTER!

To find out more about the type of career opportunities available within the Food & Drink Manufacturing Industry visit:

TASTYCAREERSWALES.ORG.UK

Find us on

