



Official Participant

Report Template for EU Events at EXPO

Event Title :	Think Ahead: Working together to create sustainable jobs	Date:	30 th June 2015
Event Organiser:	FoodDrinkEurope		
Event Target Group:	Decision-makers, stakeholders from the agri-food supply chain, academia, journalists, trades unions		
Panel Speakers:	Angela Coleshill Director - Employment, Skills and Corporate Services FDF - Food and Drink Federation Alfredo Silva Head of HR for Zone Europe, Middle East and North Africa - Nestlé Tanja Fynbo Youth President 3F Max Uebe Head of Unit, DG Employment, Social Affairs and Inclusion 'Sectoral Employment Challenges, EGF, Youth Employment and Entrepreneurship', European Commission		
Rapporteur:	Mella Frewen	Email:	m.frewen@fooddrinkeurope.eu
Event Concept			
<p>The EU Social Dialogue for the Food and Drink Industry arose from the High Level Forum for the competitiveness of the European food industry. Working groups were established in 2009, and FoodDrinkEurope and the European Federation of Food Agriculture and Tourism Trade Unions (EFFAT) have since then successfully worked on a number of issues including addressing the challenges of youth unemployment and of managing an ageing workforce. Two joint projects have benefitted from the support of Commission funding. Food industry Social Dialogue initiatives also include commitment to a pledge to create apprenticeships and job opportunities within the context of the European Alliance for Apprenticeships (EAfA) and the encouragement of EU and National policy makers to develop and implement a sound European Industrial Policy which would promote growth and jobs in the industry.</p>			
Expected Outcomes			
<p>Consolidate the work that has been done to date through the Social Dialogue, by a wide range of stakeholders including the food and drink industry, its employees represented by their unions, the European Commission, National Member State institutions, etc.</p> <p>Explore and agree to further joint actions to enhance employability of Europe's youth in the food industry. Identify the skill gaps and develop solutions to fill them.</p> <p>Discover how to make jobs in the food manufacturing sector more appealing to young school leavers, graduates and other groups of young people.</p>			
Main Conclusions			
<ul style="list-style-type: none"> • In order to remain resilient, the food industry needs to build up a long-term talent pipeline • Apprenticeship schemes are highly relevant • The culture of apprenticeships in the industry is not strong enough; this needs to change 			

- Employers must get more involved in solving the youth unemployment problem
- From a young person's perspective, the food industry is not "cool"
- Not only young people, but also their parents must be targeted
- Education bodies should be more engaged with industry
- The companies of tomorrow are those that keep several generations of employees working together simultaneously
- Governments have an important role to play

What follow-up actions emerged from this event?

Both FoodDrinkEurope and EFFAT will continue to work together to address these challenging topics and in particular to increase the attractiveness of the food and drink sector for its current and future workforce. FoodDrinkEurope members are committed to creating more opportunities for apprenticeships for suitable young employees and to hiring where appropriate. The older workforce will be encouraged to use their experience to mentor young starters in the industry.