

# UK food supply chain survey on support needed to address labour and skills shortages

As labour supply challenges intensify, this survey seeks to establish the practical support needed by businesses within the UK food and drink supply chain to help in addressing these worker and skills shortages.

All responses will remain anonymous. The survey is multiple choice and should take no longer than 10 minutes.

You may receive this questionnaire from multiple sources. Please coordinate within your business as to whether you will respond from a group or site perspective and to ensure that there is only one response per site. If you work for a multinational business, we wish to know your views from a UK perspective.

The survey will be conducted between 4<sup>th</sup> and 15<sup>th</sup> December 2017.

1. Please tick which part of the food supply chain you mainly operate within:

- Agriculture and horticulture
- Food and beverage manufacturing
- Food and beverage importer
- Other (please specify)

2. What size (at peak) is the site that you are answering this questionnaire on behalf of?

- Micro business (0-9 full-time equivalent (FTE) employees)
- Small business (10-49 (FTE) employees)
- Medium business (50-249 (FTE) employees)
- Large business (250+ (FTE) employees)

3. Where is the site?

- North West
- North East
- Yorkshire and Humberside
- East Midlands
- West Midlands
- East of England
- South West
- South East
- London
- Northern Ireland
- Scotland
- Wales

4. Do you use a labour provider to source your temporary and/or seasonal workers?

- Yes
- No

5. How would you describe the current position of your site with regards to supply of labour and skills?

Skill Level	We're fine	Just OK	We're struggling	We're in crisis
Highly-skilled: Degree level and above e.g. Engineers, Directors etc. (National Qualification Framework 6 and above)				
Skilled: Requiring a degree & experience e.g. Production / Operations / HR Managers, (NQF level 6)				
Semi-skilled: Requiring experience & training e.g. Skilled trades (NQF 3-4)				
Lower-skilled Permanent: Requiring some training/experience e.g. Process operative, skilled field worker (NQF 2)				
Lower skilled temporary / agency / seasonal				
Unskilled: Requiring minimal training/experience, e.g. Elementary roles, picking, packing etc. (below NQF 2)				
Unskilled temporary / agency / seasonal				

6. Looking forward to next year, how do you see the position of your site with regards to supply of labour and skills?

<b>Skill Level</b>	<b>We'll be fine</b>	<b>We should just be OK</b>	<b>We will struggle</b>	<b>It will be a crisis</b>
Highly-skilled: Degree level and above e.g. Engineers, Directors etc. (National Qualification Framework 6 and above)				
Skilled: Requiring a degree & experience e.g. Production / Operations / HR Managers, (NQF level 6)				
Semi-skilled: Requiring experience & training e.g. Skilled trades (NQF 3-4)				
Lower-skilled Permanent: Requiring some training/experience e.g. Process operative, skilled field worker (NQF 2)				
Lower skilled temporary / agency / seasonal				
Unskilled: Requiring minimal training/experience, e.g. Elementary roles, picking, packing etc. (below NQF 2)				
Unskilled temporary / agency / seasonal				

7. Which of these are you actively adopting in response to the labour and skills shortage (tick all that apply):

- Increasing wages and benefits to attract and retain more staff
- Improved worker sourcing and retention policies
- Increasing hours worked and overtime of existing staff
- Automating to reduce reliance on skills and labour
- Looking to source or relocate overseas
- Scaling down our operation in light of labour cost/shortages
- Our business is becoming unviable
- Other

8. What support would help you address labour and skills shortages if developed at a national / sector level?

N.B. This survey is not seeking your opinion on current or future government immigration, skills or other policy but asks for your views on matters that are within control.

<b>Support at a national / sector level</b>	<b>Of use</b>	<b>Not of use</b>
<b>Manpower and workforce planning, shift design etc?</b>		
If, you have marked "Of use", what specific support would be of benefit?		
<b>Attracting talent, skills and workers to apply for jobs at your site?</b>		
If, you have marked "Of use", what specific support would be of benefit?		
<b>Making your site a better place to work to increase attraction and retention?</b>		
If, you have marked "Of use", what specific support would be of benefit?		
<b>Systems and processes to maximise retention and return of workers?</b>		
If, you have marked "Of use", what specific support would be of benefit?		
<b>Sourcing and using labour providers?</b>		
If, you have marked "Of use", what specific support would be of benefit?		
Other support, please detail		

9. Are there any other comments that you would like to add?