# SURVEY RESULTS

# LABOUR MARKET SURVEY IN THE AGRI-FOOD SECTOR

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*Thai Nguyen*, 06/2022

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# Survey objectives

- **Objective:** To survey officially wide-ranging companies operating in the agri-food sector

- **Key information to collect data during surveying:**
    - General information: organizational structure, activities, main products, and main/specific professional figure;
    - Information on personnel structure: number of employees based on responsibilities, qualifications, gender, type of recruitment contract;
    - Recruitment information: number of employees (undergraduate degree) recruited based on main/specific professional figures and training sectors in 2020 and 2021, recruitment planning in the year 2022 based on main/specific professional figure.
    - Prediction: Agri-food industry development trends in the coming years, promising main/specific professional figures in the agri-food sector;
    - Description of main/specific professional figures: main tasks in charge, necessary professional knowledge and skills, requirements for computer skills, foreign language proficiency, soft skills, personal qualities, willingness to work out of hours;

# Survey methodology

**Number of companies have participated: 58 companies**

- **Direct survey: 11 companies**



**Face to face interview (6 companies)**



**Zoom interview (5 companies)**

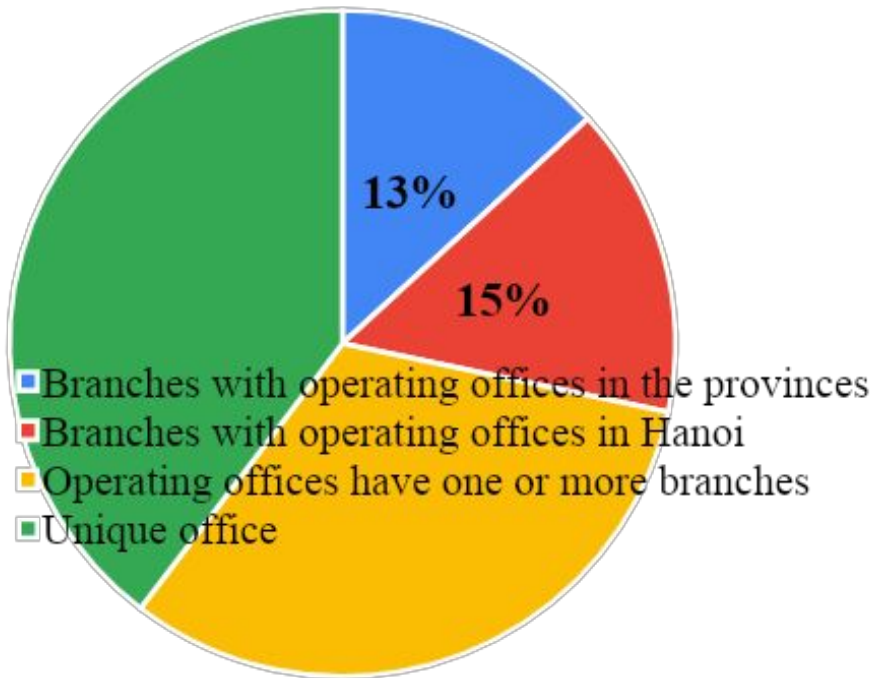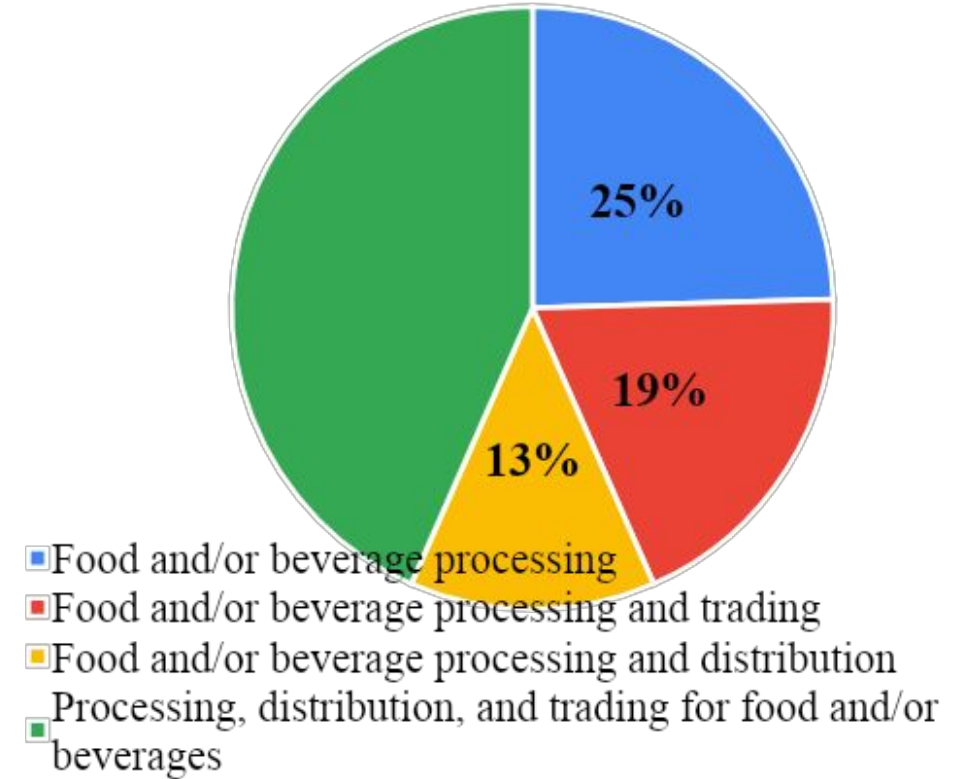- **Indirect survey: 47 companies**



**Web questionnaires**

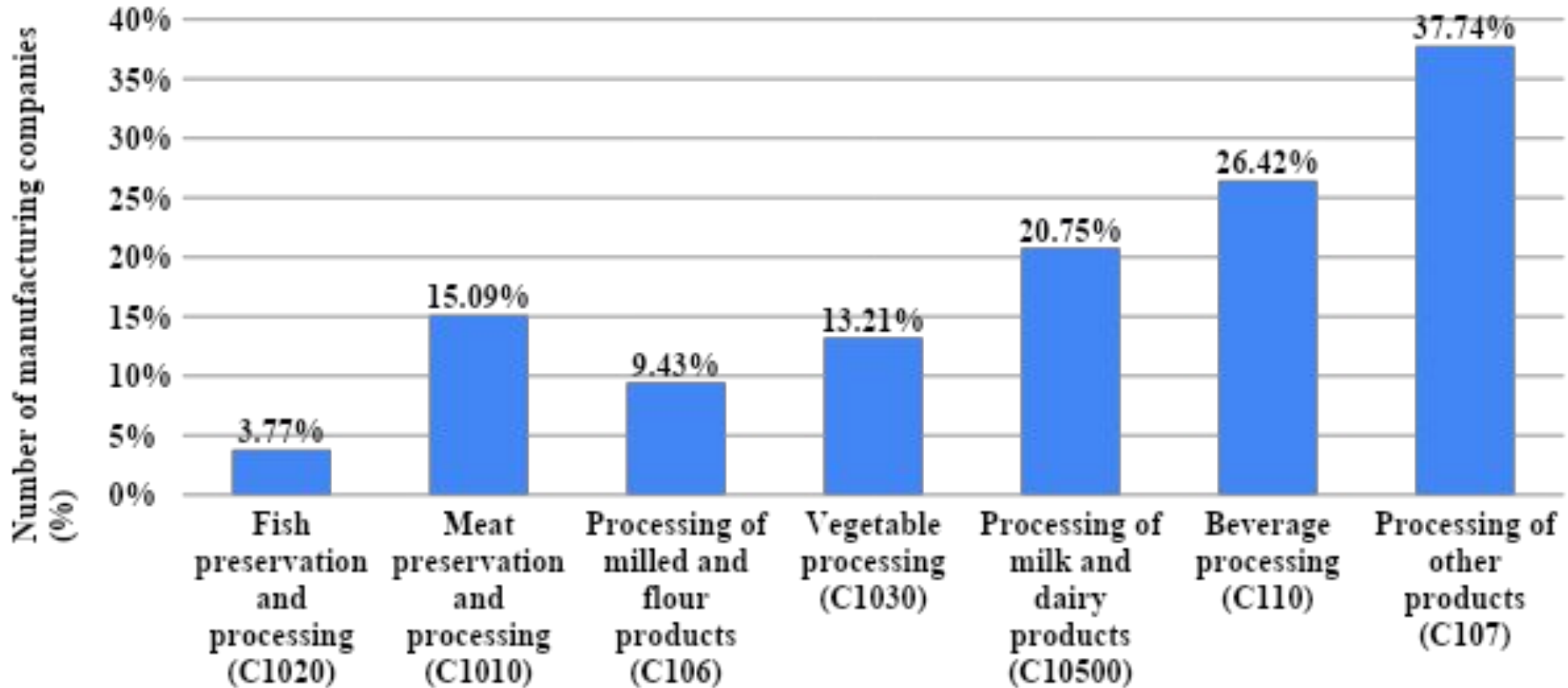# PART 1: RESULTS ON

# GENERAL INFORMATION

# Headquarter of the companies



**Headquarters of the companies participating in the survey**

13%
15%

- Branches with operating offices in the provinces
- Branches with operating offices in Hanoi
- Operating offices have one or more branches
- Unique office

**Main activities of the companies**

25%
19%
13%

- Food and/or beverage processing
- Food and/or beverage processing and trading
- Food and/or beverage processing and distribution
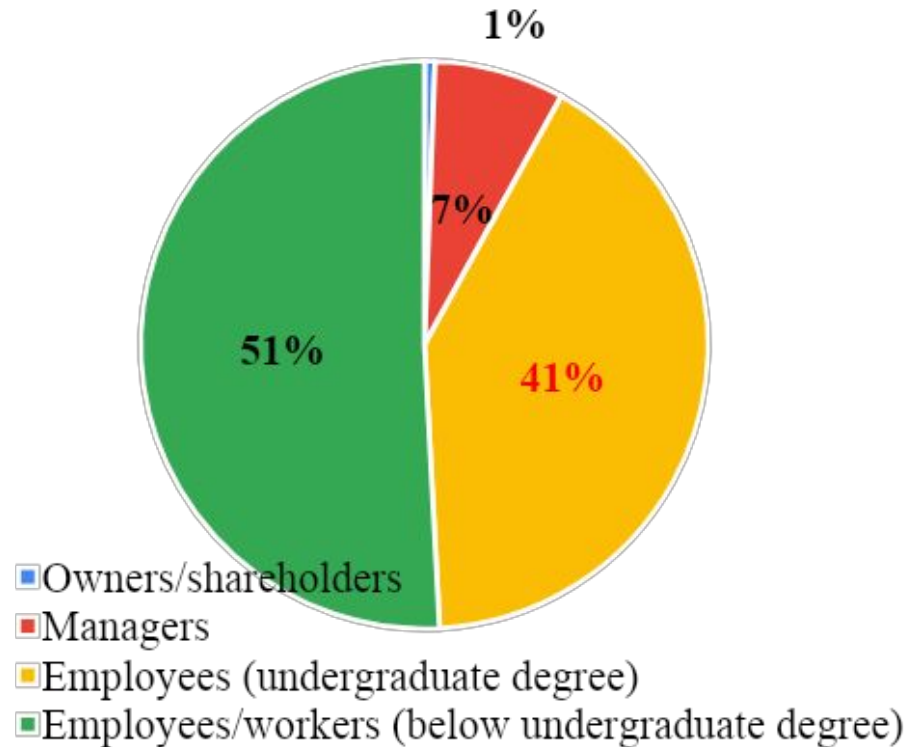- Processing, distribution, and trading for food and/or beverages

# Main food products of the companies



Other products include: instant and rice noodle, candy, sugar, jelly, bread, sweet cake, dried fruit, fish sauce, etc.
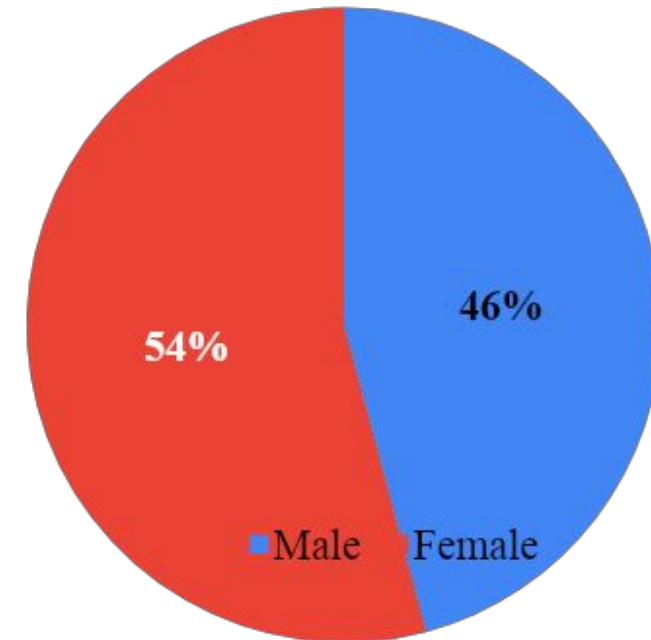
# Structure of employees
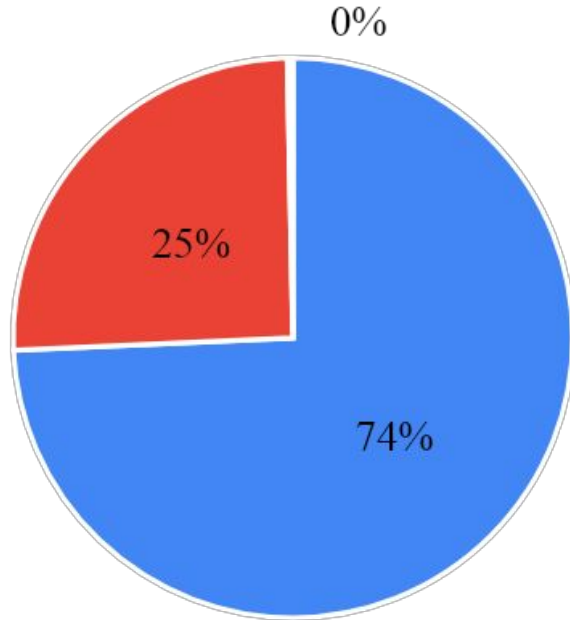


Structure of employees according to responsibility

- Owners/shareholders
- Managers
- Employees (undergraduate degree)
- Employees/workers (below undergraduate degree)

1%

7%

41%

51%

**In there**

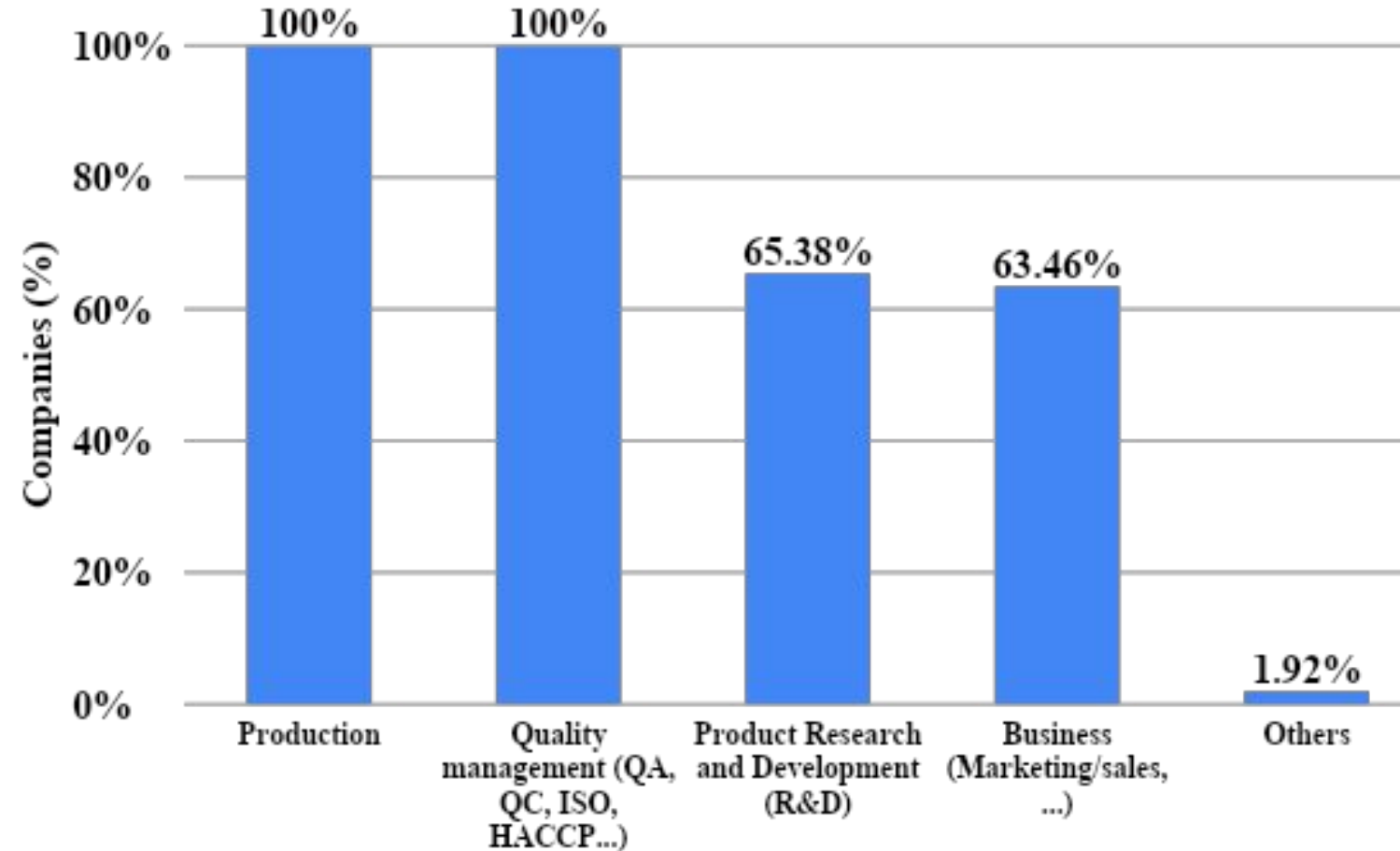Structure of employees with undergraduate degrees according to s…

46%

54%

- Male   Female

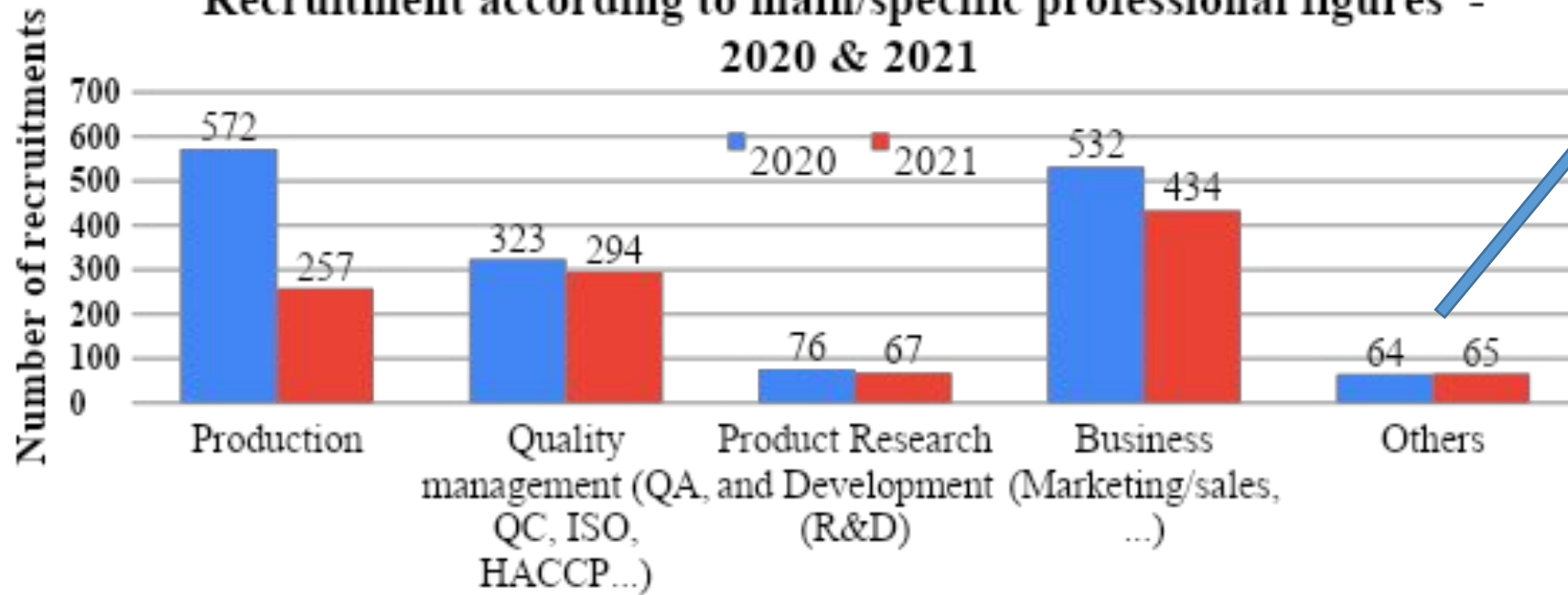# Types of recruitment and main/specific professional figures

# Recruitment by main/specific professional figures and training sectors (2020-2021)

## Recruitment according to main/specific professional figures - 2020 & 2021

Number of recruitments

- Production: 572 (2020), 257 (2021)
- Quality management (QA, QC, ISO, HACCP...): 323 (2020), 294 (2021)
- Product Research and Development (R&D): 76 (2020), 67 (2021)
- Business (Marketing/sales, ...): 532 (2020), 434 (2021)
- Others: 64 (2020), 65 (2021)

■ 2020  ■ 2021

**Other professional figures include:**
- PR staffs
- Animal husbandry engineer
- Technical /Machine operator/Electrical maintenance staffs
- Purchasing/Delivery and Warehousing staff
- Accountant
- HR Administration/In charge of internal culture

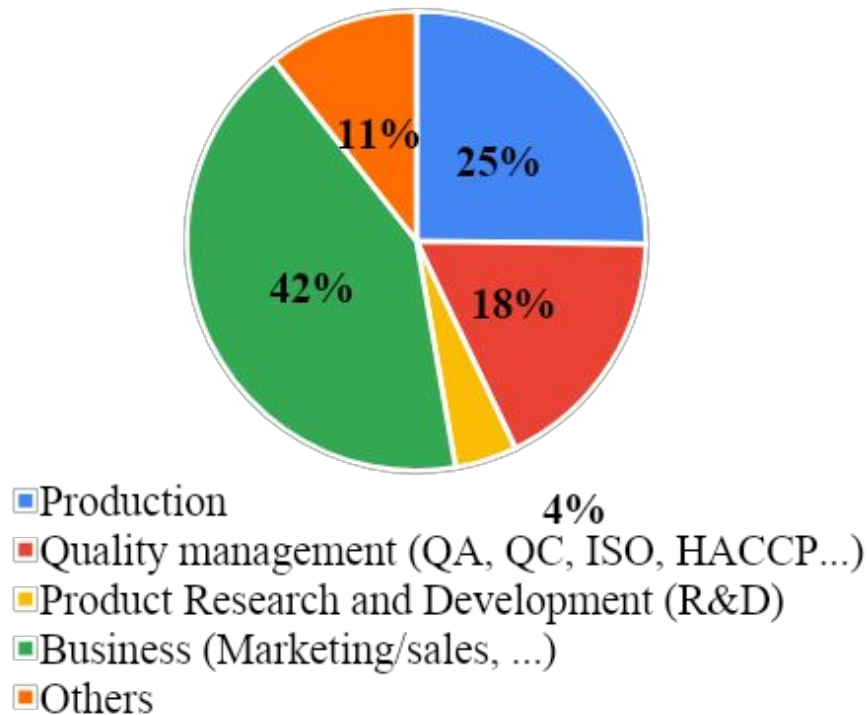## Recruitment according to training sectors 2020 & 2021

- Food Technology: 69%
- Post-Harvest Technology: 16%
- Others: 14%
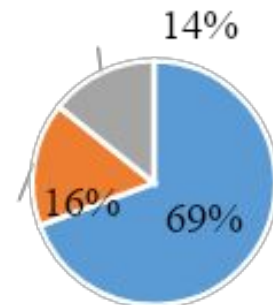
■ Food Technology  ■ Post-Harvest Technology  ■ Others
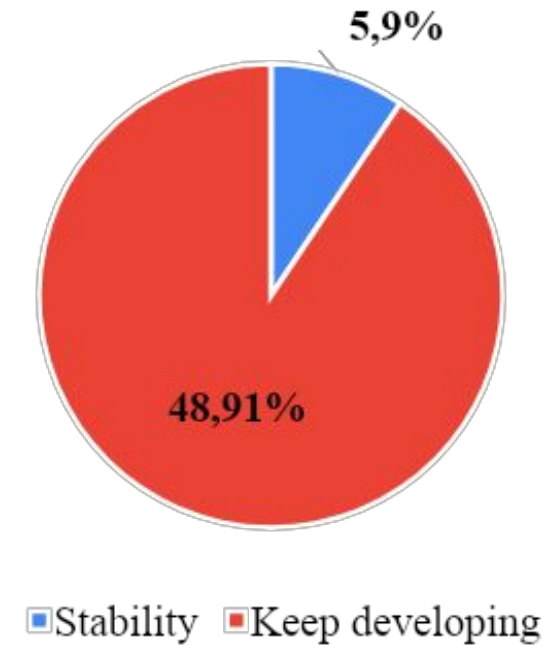
**Other sectors include:**
- Veterinary and/or Animal Husbandry
- Horticulture science
- Biotechnology
- Mechanic/Electric/Automation
- Economics/Accounting/Finance/Business Administration
- Marketing/Business/Commerce
…

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# Expected recruitment target in 2022 and predicting the development trend of food industry in the future

## Expected recruitment target - 2022



- Production
- Quality management (QA, QC, ISO, HACCP...)
- Product Research and Development (R&D)
- Business (Marketing/sales, ...)
- Others

## Predicting the development trend of the food industry in the coming time



5,9%

48,91%

- Stability
- Keep developing

**Other professional figures include:**
- Technical/Operation/Supervisor/Electrical/machin ery maintenance staffs
- Procurement staff
- Human Resource Management

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# Predicting main/specific professional figures prospects
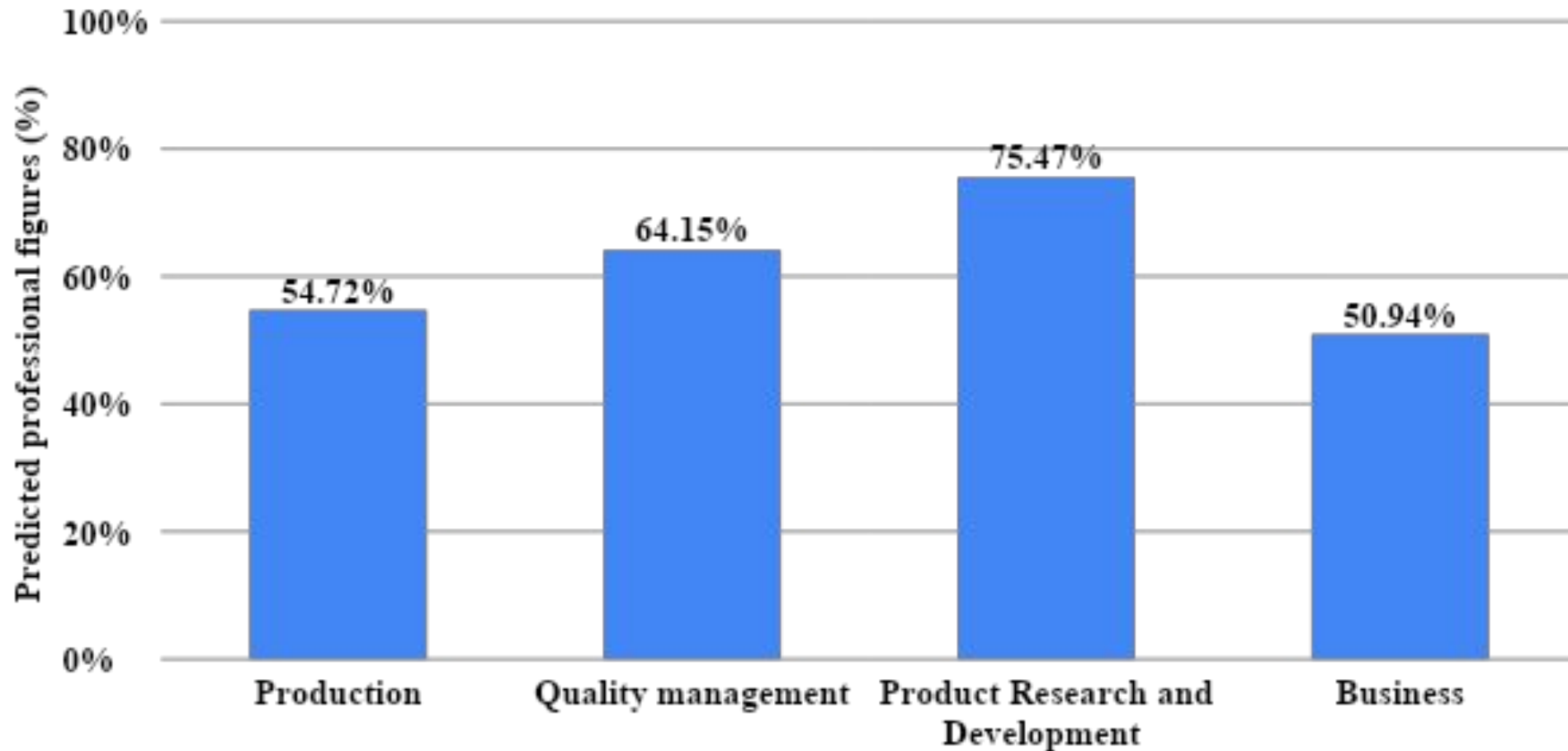
# PART 2: RESULTS ON
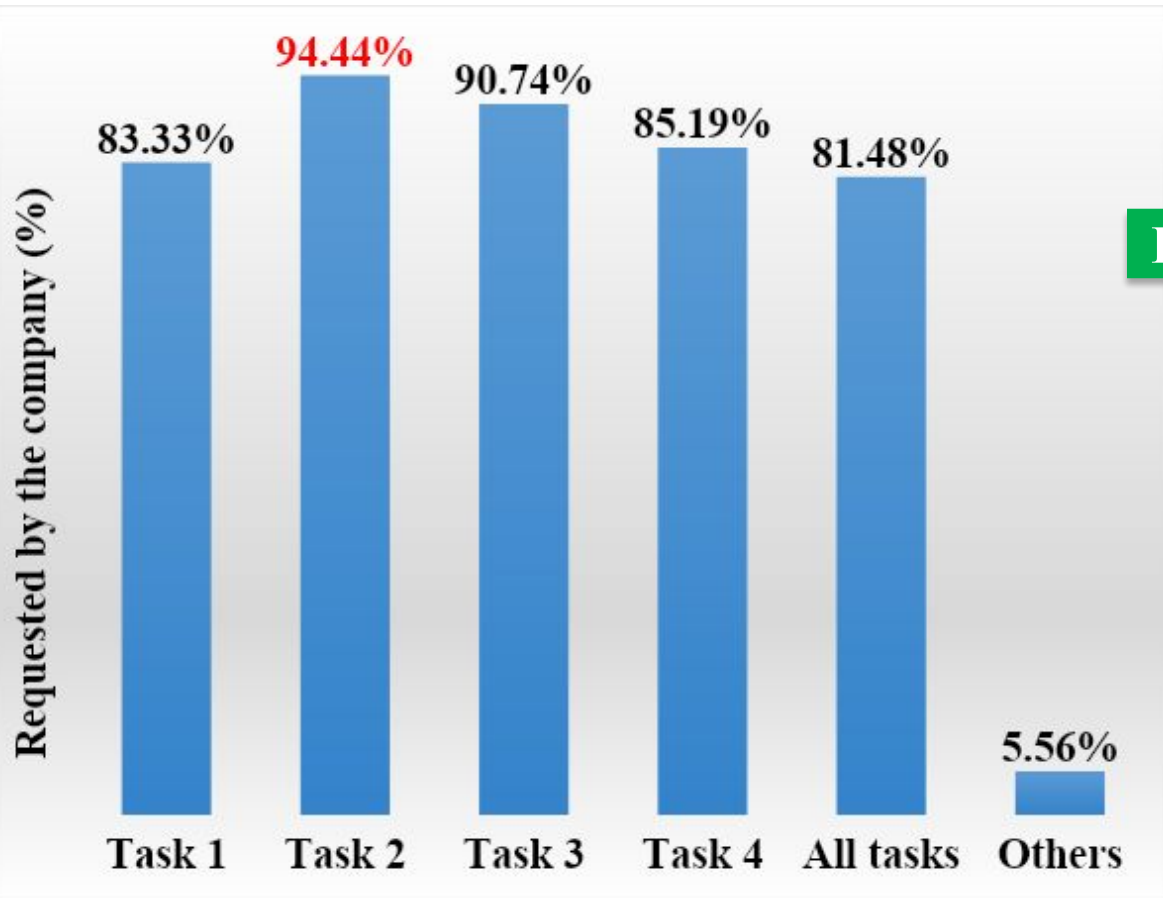# MAIN/SPECIFIC PROFESSIONAL FIGURES
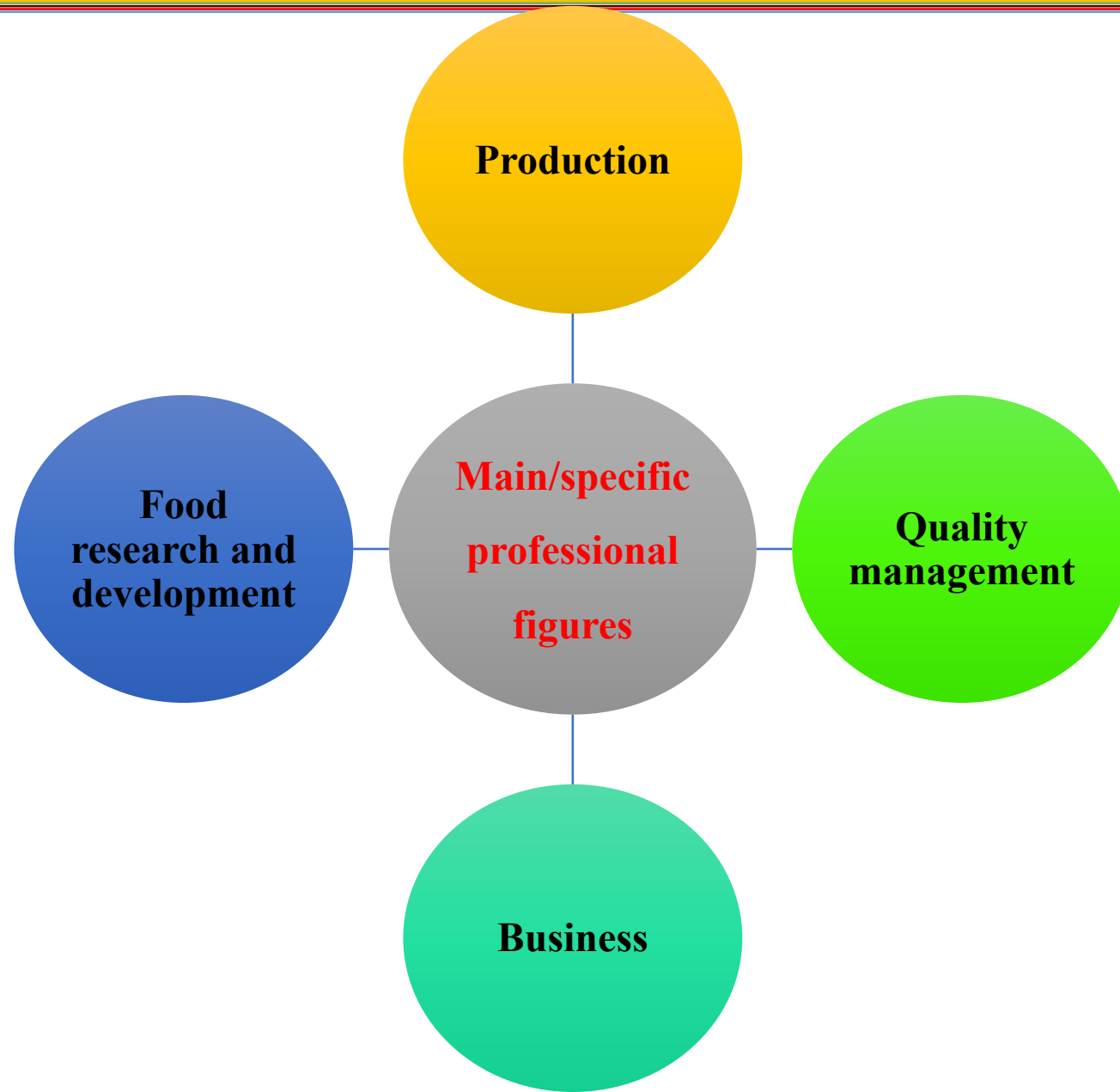
# PART 2: RESULTS ON

# MAIN/SPECIFIC PROFESSIONAL FIGURES

## (Main tasks, knowledge, and skills)

# Production position

## Main tasks for production position



**In there** →

**Task 1**: Planning and arranging suitable personnel for each position in the production shift to ensure sufficient staffing for the production line.

**Task 2**: Implement production plans including preparation of input and auxiliary materials production/processing of products, to ensure punctuality and quality

**Task 3**: Implement shift production control, monitor compliance for production processes, and correct problems occurring during the production

**Task 4**: Manage and supervise the factory, equipment, and machinery in production
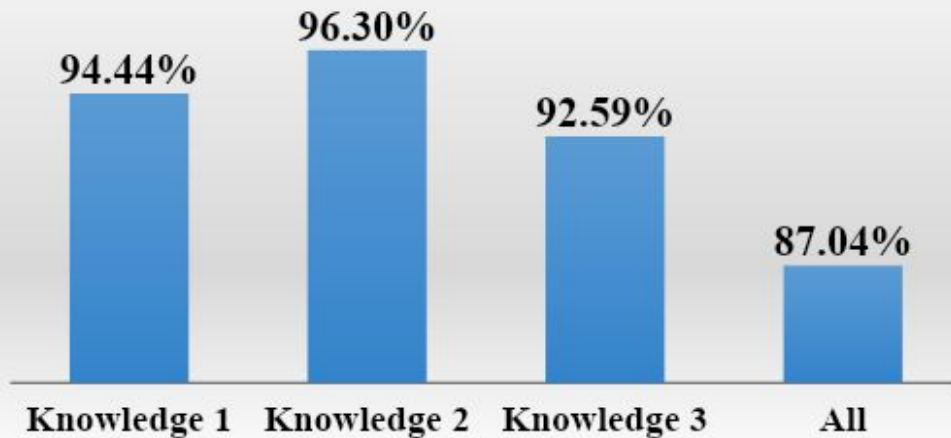
**Others**:

- Organize and manage occupational safety;
- Manage hygiene in the production process
- Operate machinery and equipment
- Prepare dossier of product quality announcement

# Production position

Specialized knowledge for the production position

- Knowledge 1: 94.44%
- Knowledge 2: 96.30%
- Knowledge 3: 92.59%
- All: 87.04%



Specialized skills for the production position

- Skill 1: 85.19%
- Skill 2: 90.74%
- Skill 3: 96.30%
- Skill 4: 92.59%
- All: 81.48%

Knowledge 1: processes and equipment in food technology

Knowledge 2: food-production technology

Knowledge 3: food law and food quality management systems

Skill 1: Apply general, basic and specialized knowledge to the field of production
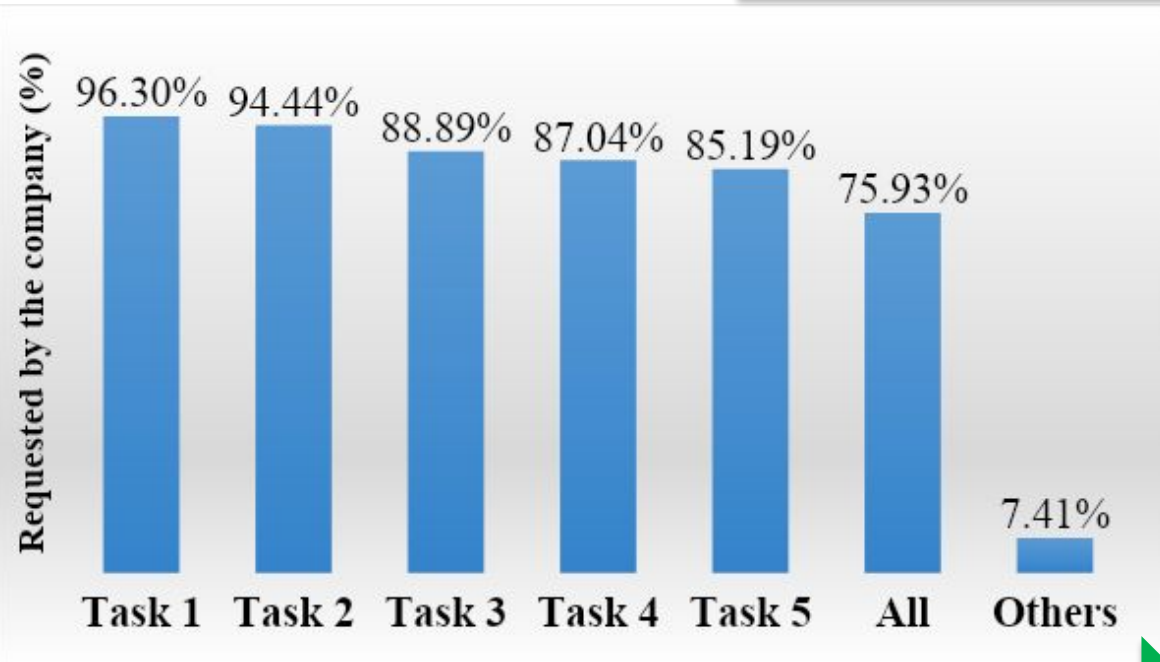
Skill 2: Calculate production balance and efficiency

Skill 3: Apply technical standards, technological processes, equipment, hygiene and occupational safety requirements... in the field of production

Skill 4: Predict and analyze possible problems in production, and provide solutions or preventive measures

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# Quality management position

## Main tasks for quality management

**Chart (Requested by the company (%)):**

| Category | Percentage |
|----------|-----------|
| Task 1 | 96.30% |
| Task 2 | 94.44% |
| Task 3 | 88.89% |
| Task 4 | 87.04% |
| Task 5 | 85.19% |
| All | 75.93% |
| Others | 7.41% |

**In there** →

**Task 1:** Monitor input materials (main materials, additives, chemicals, stamps, labels...), storage conditions of raw materials and food, status of machines, tools and cleaning of the factory before, during and after producing process

**Task 2:** Inspect, collect samples and analyze the physicochemical, chemical and microbiological criteria of raw materials, finished products, semi-finished products...

**Task 3:** Coordinate with related parties to overcome and handle problems occurring in production

**Task 4:** Establish basic standards of materials, finished products, and semi-finished products; set up work instructions, build and operate quality management systems

**Task 5:** Urging the implementation of the occupational health and quality management system, remedial measures

**Others:**

- Inspect, monitor, record all stages in the production process from defrosting, preparing ingredients, mixing, shaping, cooking, cooling, packing, warehousing, storage and export.
- Inspect the cleaning process of machines, tools, workshops, take notes and keep records
- Analysis of hazards affecting product quality and remedial measures

# Quality management position

## Specialized knowledge and skills



Specialized knowledge for Quality management position



Specialized skills for Quality management position

Knowledge 1: Processes, equipment and technology in food production
Knowledge 2: Quality management systems
Knowledge 3: Food standards, regulations and laws
Others: In-depth knowledge of biochemistry, analytical chemistry, packaging, sensory evaluation

Skill 1: The ability to observe, analyze and evaluate problems occurring in production, and coordinate with related parties to promptly handle incidents.
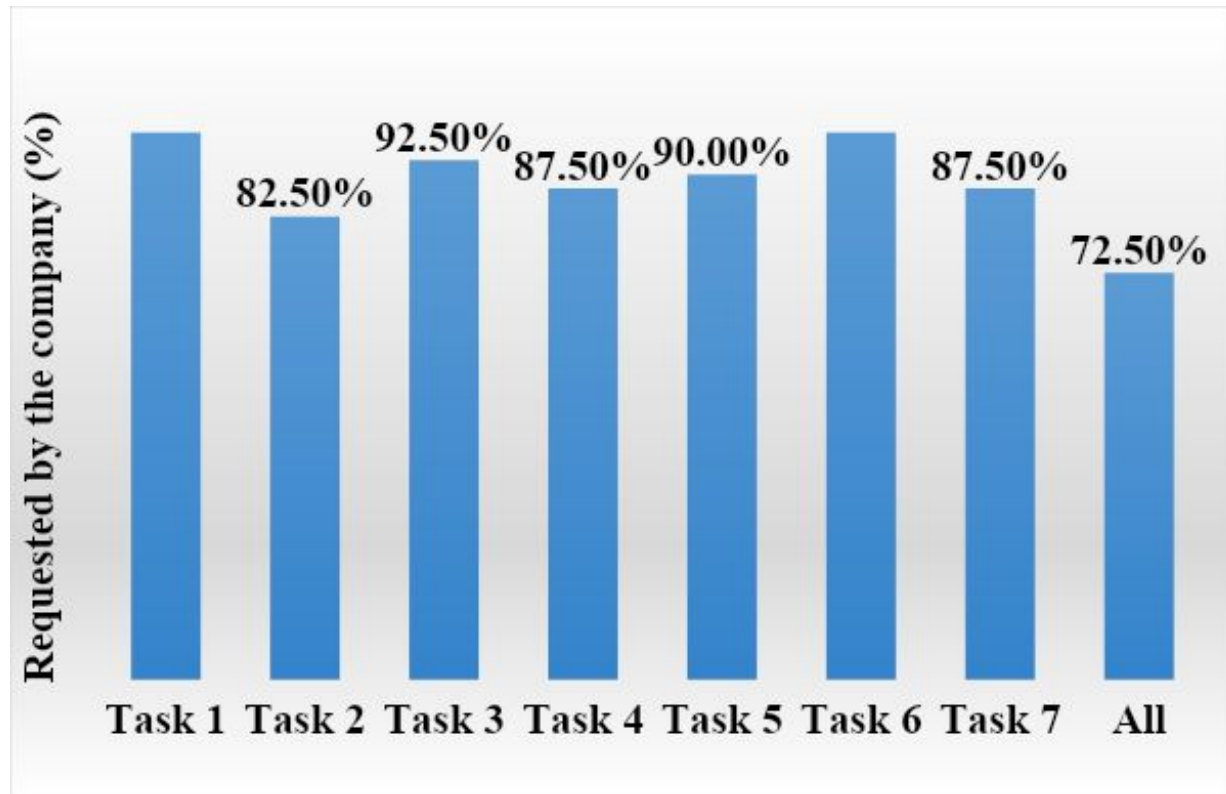Skill 2: Manipulate knowledge well about food quality management systems in production
Skill 3: Operate and perform food analysis equipment and instruments competently
Skill 4: Apply knowledge of traceability, standards and food law in production
Others: Proficient in using statistical tools: learn six sigma.

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# Product research and development (R&D)

## Main tasks for R&D



**In there** →

Task 1: Planning, organizing and implementing product research and development

Task 2: Establishing and developing processes; technology training and transferring

Task 3: Organize testing of new products on the production line

Task 4: Organize testing on production lines and improve technology

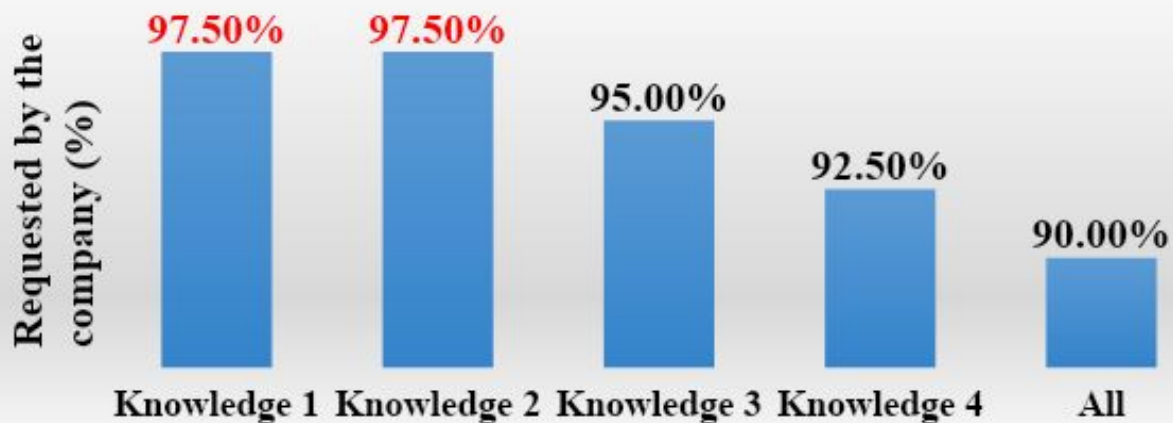Task 5: Conduct surveys and evaluate new products on the market

Task 6: Research and adjust new products according to the Company's product development orientation

Task 7: Establish conformity and standardization procedures for products

# Product research and development (R&D)
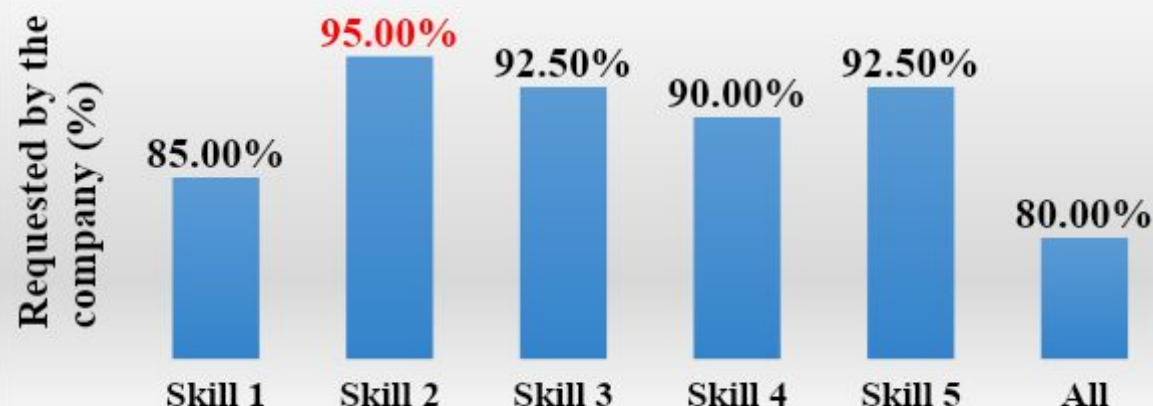
## Specialized knowledge and skills



Knowledge 1: Specialized knowledge of food technology and related knowledge

Knowledge 2: Firmly grasp the market situation and new product developing trends

Knowledge 3: Strong understanding of food law and new product formulation standards

Knowledge 4: Ability to evaluate and forecast new products

Skill 1: Proficient in calculations to establish new product manufacturing processes

Skill 2: Manipulate knowledge well about process equipment, physical, chemical and biological changes of products in processing
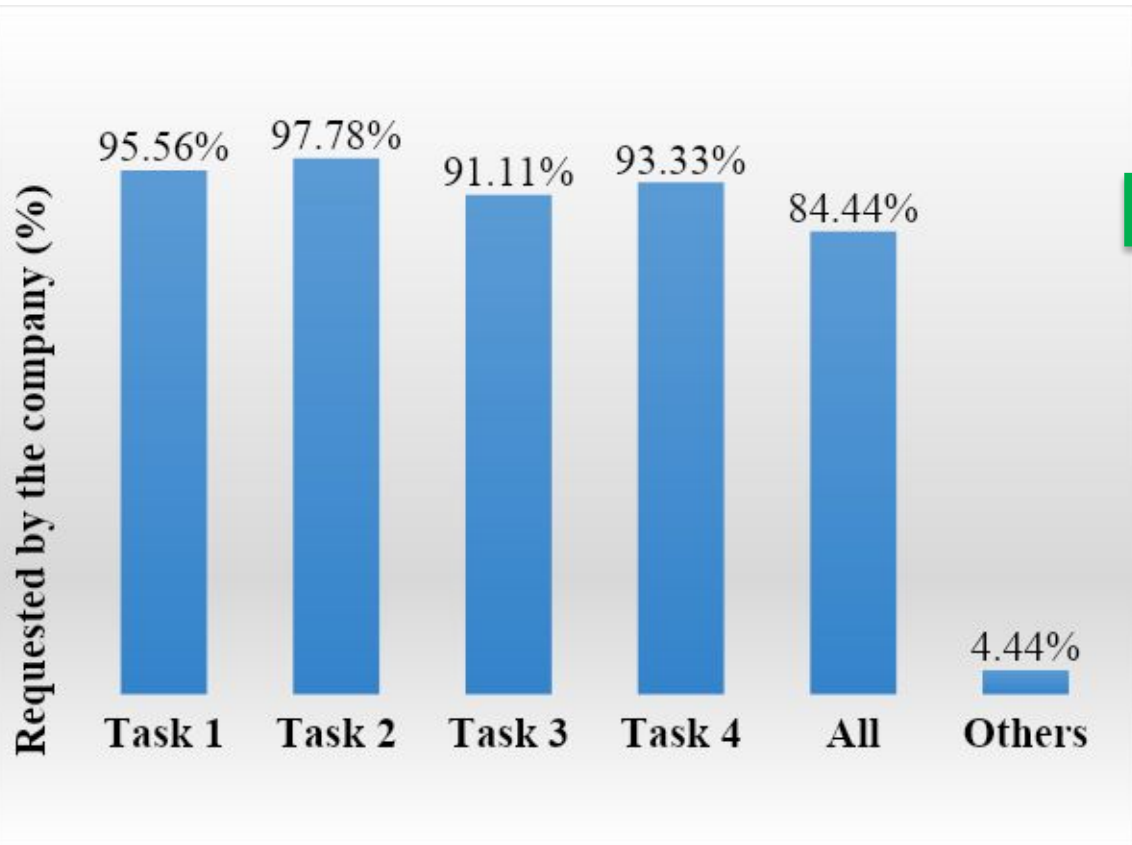
Skill 3: Apply food law in new product development

Skill 4: Ability to predict and analyze the market for new products

Skill 5: Ability to practice, make samples to deploy test production

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# Business position

## Main tasks for business



**In there**

Task 1: Marketing and promoting products to customers

Task 2: Receiving, managing orders and tracking debts of customers

Task 3: Working with the transportation staff to arrange the delivery vehicle on time, with the correct vehicle weight so that the transportation cost is the lowest

Task 4: Combining with the planning department, the warehouse department to control the goods in the warehouse without shortage of goods and not leaving the goods near the date
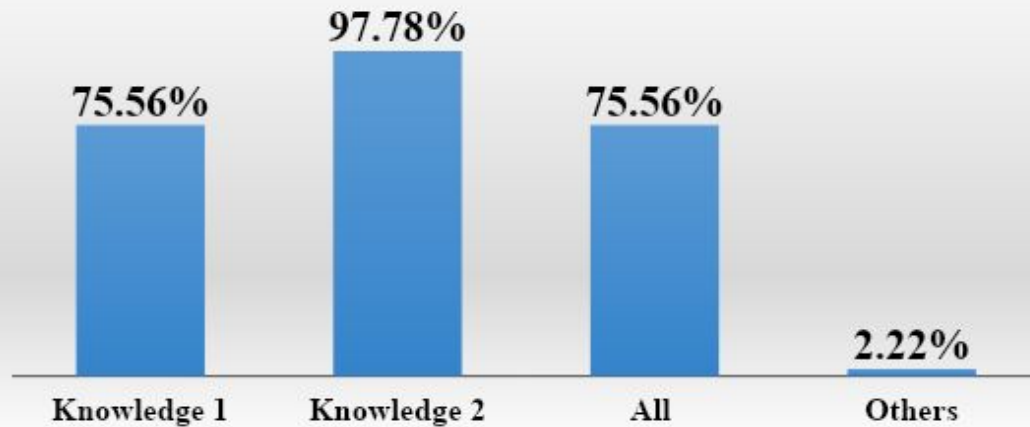
Others:

- Find customers, building business and sales plans

- Manage company assets in the market, and support customer complaint settlement

# Business position

## Specialized knowledge and skills



**Specialized knowledge for business position**

- Knowledge 1: 75.56%
- Knowledge 2: 97.78%
- All: 75.56%
- Others: 2.22%



**Specialized skills for business**

- Skill 1: 93.33%
- Skill 2: 100.00%
- Skill 3: 97.78%
- Skill 4: 97.78%
- All: 88.89%

Knowledge 1: Basic knowledge of food science
Knowledge 2: Knowledge of principles of business administration, accounting, finance, and marketing
Others: Dairy food expertise

Skill 1: Establish plans to solve practical situations in the food business
Skill 2: The ability to predict and analyze the company's product market
Skill 3: Proficient in statistics and using application software in business
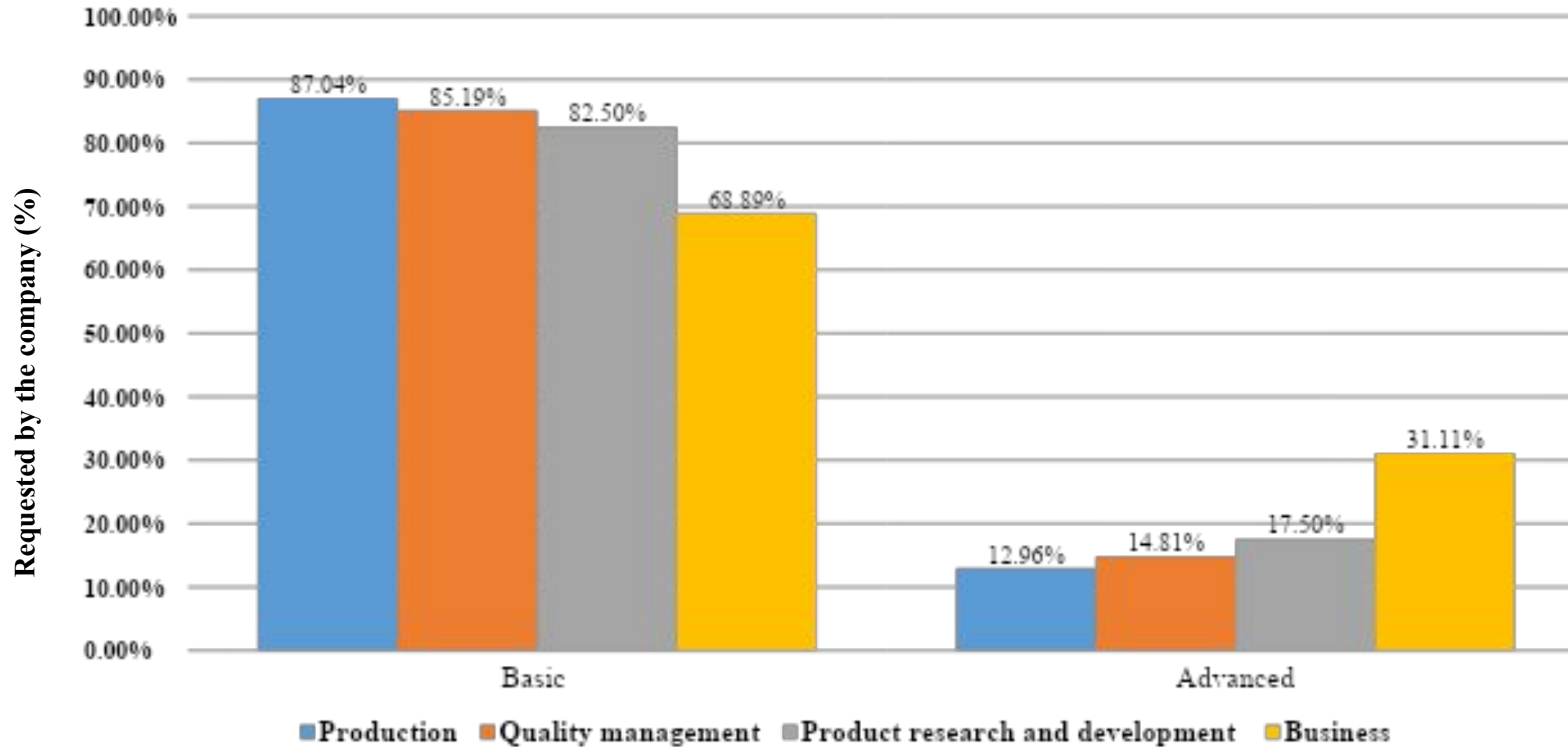Skill 4: Make reports fast, easy to understand
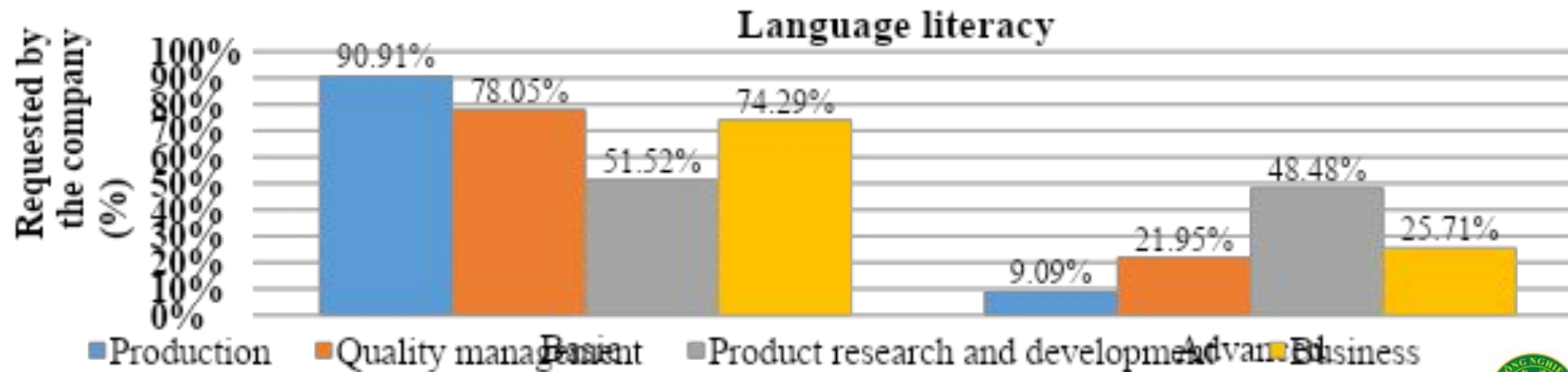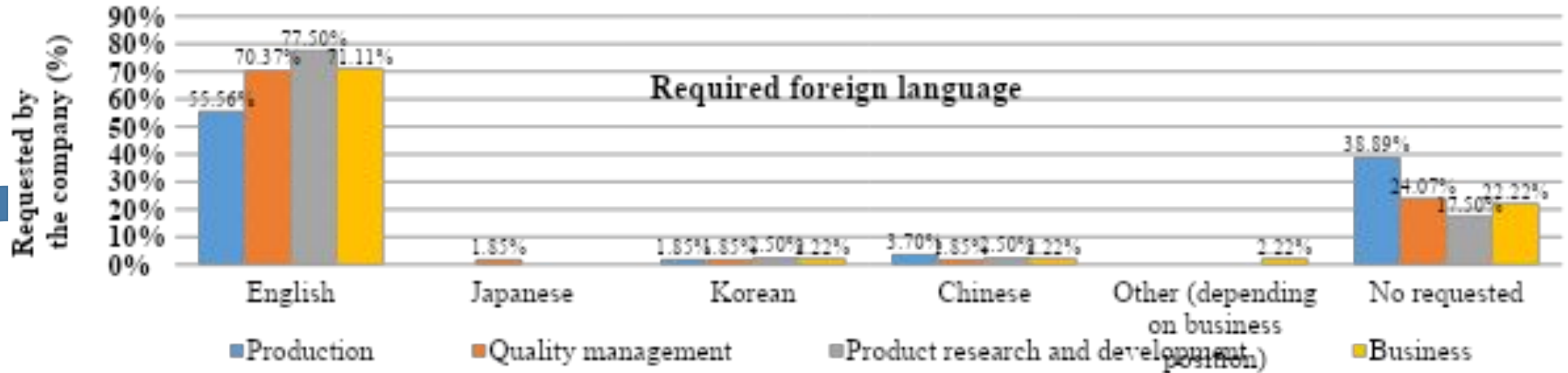
# PART 2: RESULTS ON (cont.)

# MAIN/SPECIFIC PROFESSIONAL FIGURES

**(Computer, language, soft skills, personal quality,**
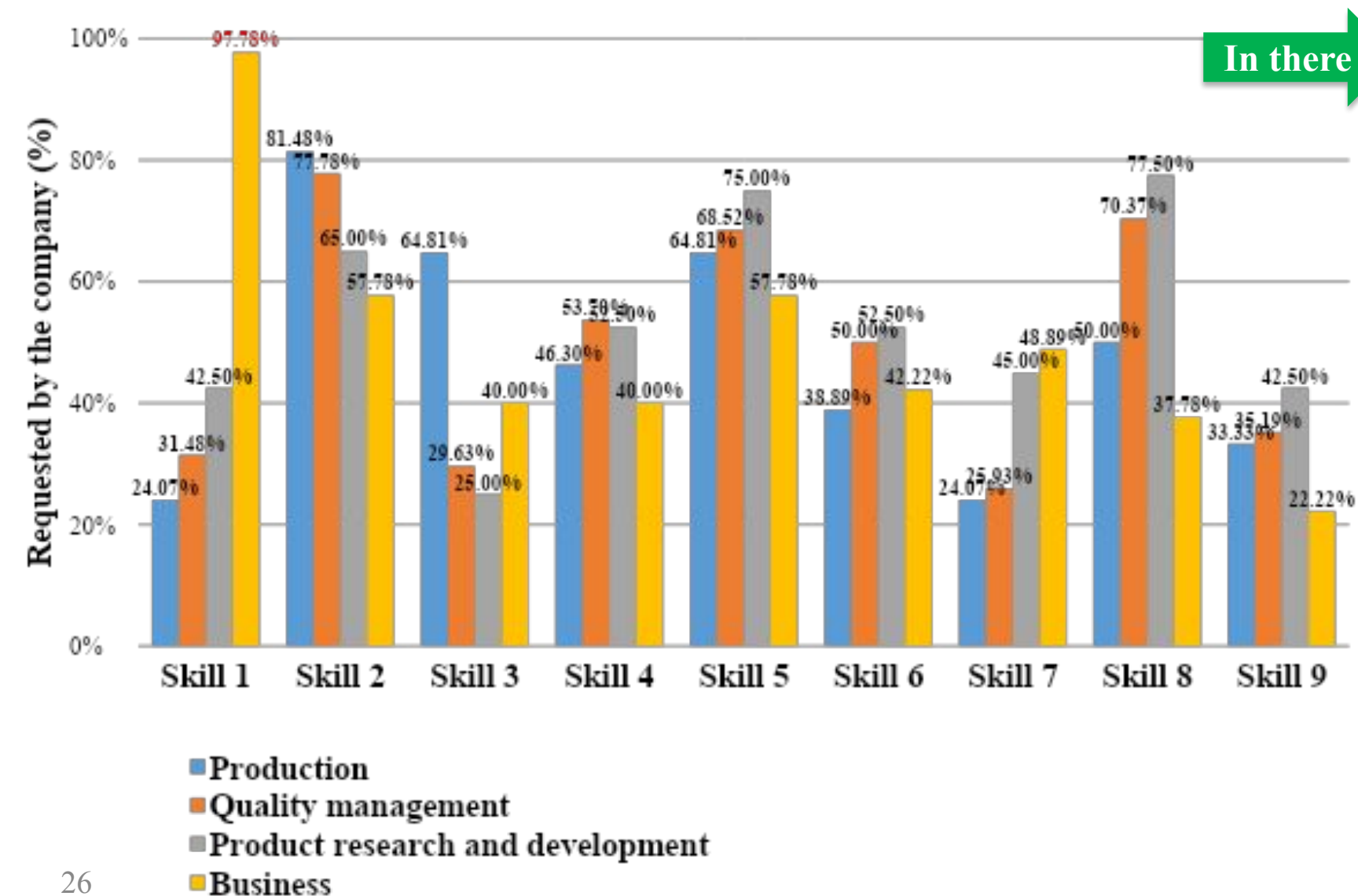
**and required availabilities for the activity)**

# Computer literacy requirements

# Language literacy



Required foreign language

Language literacy

# Required soft skills



**In there**

Skill 1: Communication skills with customers and suppliers

Skill 2: Problem solving skills (decision making, handling complex situations)

Skill 3: Skills to organize work for others

Skill 4: Personal work organization skills
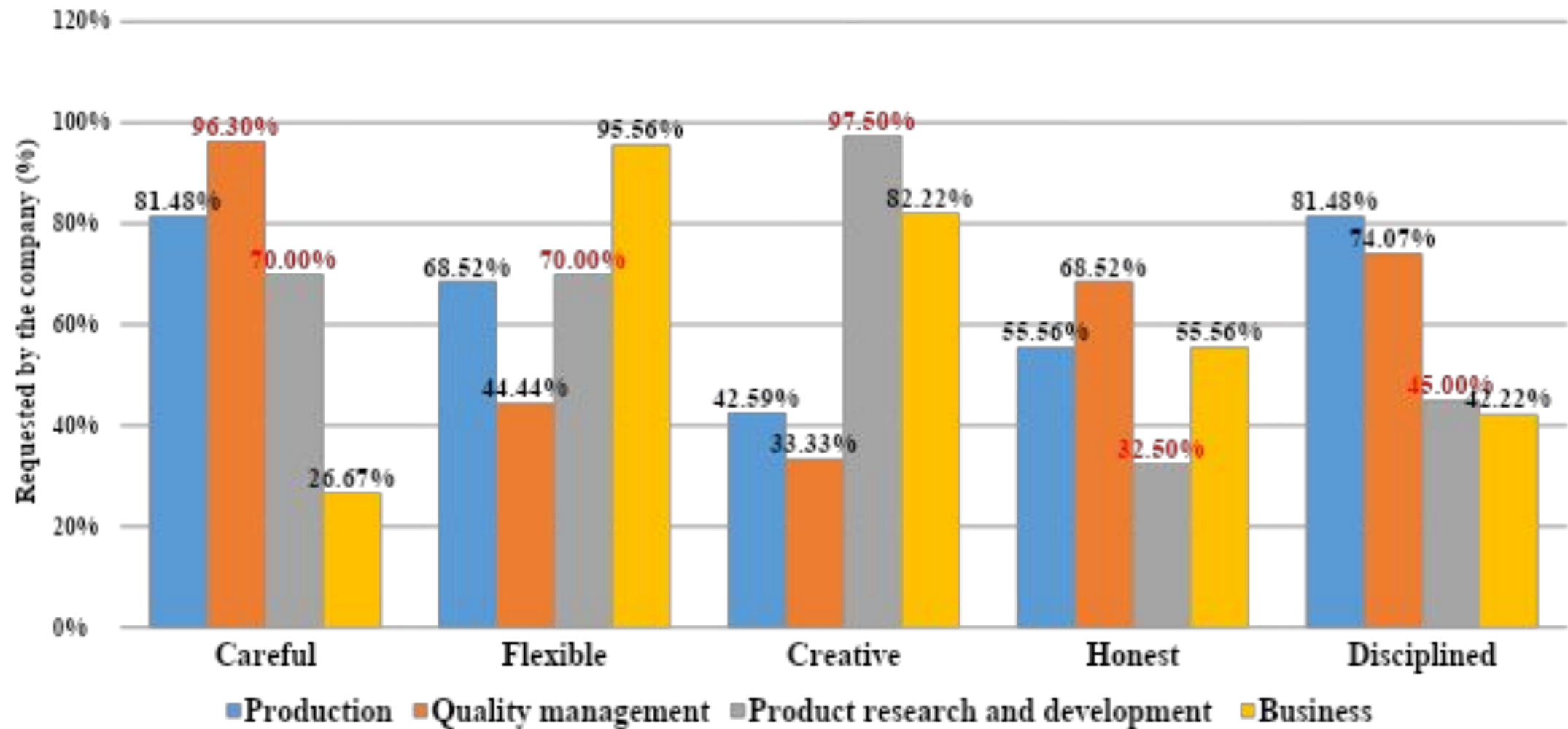
Skill 5: Teamwork skills

Skill 6: Report writing skills
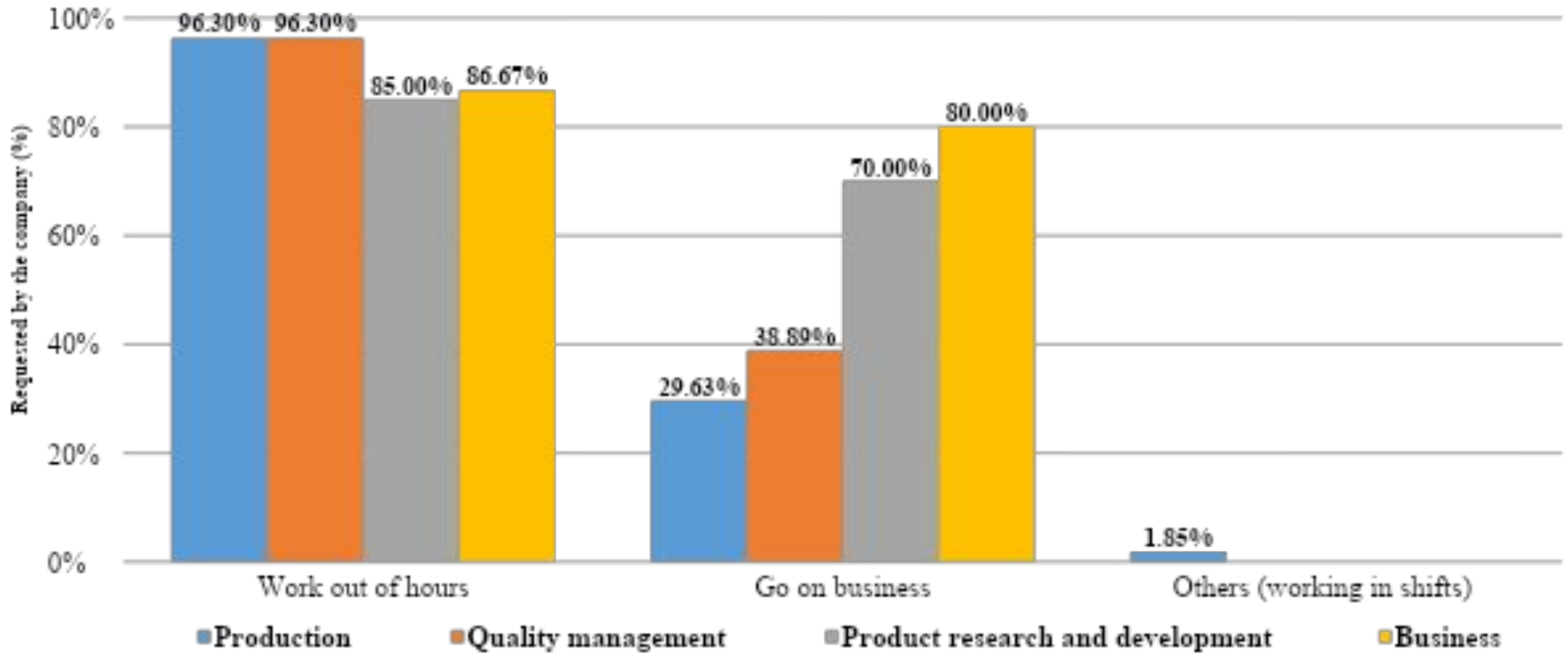
Skill 7: Presentation skills

Skill 8: Analytical skills

Skill 9: Problem summarization skills

# Personal qualities

# Required availabilities for the activity

# Conclusion

✔ Most companies have a need to recruit employees with undergraduate degrees;

✔ Demand for main/specific professional figures is quite high in production, quality management, business;

✔ Most companies assess the food technology industry will have the prospect of continuing to develop in the future. So, the demand for human resources in the food sectors is high in the future;

✔ The main tasks for specific professional figures, professional knowledge, and skills, Informatics skills, foreign languages, soft skills, and personal qualities suggested in the specific professional figure are very essential for undergraduate students;

# Thank you for listening!