

OSKA study of agriculture and food industry

Key findings

Employment will reduce moderately over the next decade

- The number of jobs for skilled workers will reduce and the number of jobs for professionals, associate professionals and technicians will increase.
- Compared to the current situation, the food industry needs more technologists, product developers and quality managers, but also industrial engineers, maintenance and mechatronic technicians.
- Machine and production operators will form a significant part of the food industry employment also in the future, but the number of jobs will decrease slightly.
- In agriculture and fishing industry, the number of plant growing professionals will increase as well as the number of animal husbandry and aquaculture professionals.
- Employment of veterinarians and production equipment engineers will grow.
- The need for plant growing and animal husbandry workers will decrease.

Sufficient number of managers, professionals and associate professionals are trained to cover the future labour force needs

- Training for skilled workers is also sufficient to cover the future labour force needs. On the main professions of baker, confectioner and gardener, there are more graduates than needed on the labour market.
- Entrepreneurs complain the lack of workers because only a small number of bakers, confectioners and gardeners' specialities' graduates go to work in the companies of the field.
- In vocational education and training (VET), large number of adults learn the specialities of the field, many of them work fulltime somewhere else and thus contribute into agriculture or food industry as an ancillary activity.
- The decreasing number of young entrants enforces the agriculture and food industry companies to look for labour force elsewhere than among the youth graduating from VET institutions.

Technological developments require the employees to constantly improve their skills

- In near future, the employees will need more advanced skills, e.g. product development, sales and marketing skills.
- Agriculture and food industry workers need the skills related to the use and maintenance of new technology.

- In the organisation and content of further training, it is important to consider the employees' needs for more short-term training with specialisation, learning from others' experience and apprenticeship.

Background:

- Strategic importance of food production and processing ensures good perspective for the field in the future.
- Nearly 35,000 people are employed in main professions of the field, which makes ca 6.5% of all employees in Estonia.
- The following institutions offer education and training related to the main professions of the field:
 - o Higher education mainly in Tallinn University of Technology and Estonian University of Life Sciences.
 - o VET in 19 vocational education institutions, more significantly Olustvere School of Service and Rural Economics, Röpina School of Horticulture and Tartu Vocational Education Centre and Tallinn School of Service.
- OSKA study of agriculture and food industry focused on the question how to change the training offer to meet the field's labour and skills need in a 5-10-year's perspective.
- Over five years, OSKA conducts labour and skills anticipation studies in all the economic fields of Estonia and compares these to the training offered in VET and higher education.
- OSKA studies are conducted by the Estonian Qualifications Authority from the resources of European Social Fund.