

Sector Skill Council for Food Processing



FICSI
Food Industry Capacity and Skill Initiative



www.ficsi.in



ABOUT FICSI

Food Industry Capacity & Skill Initiative (FICSI)–widely known as Food Processing Sector Skill Council–is a Not-for-Profit Organization, registered under the Societies Registration Act, 1860 and aligned with the Skill India Initiative under the aegis of Ministry of Skill Development and Entrepreneurship. The organization is established by National Skill Development Corporation (NSDC) and Federation of Indian Chambers of Commerce and Industry (FICCI). FICSI has been granted the status of Awarding Body by National Council for Vocational Education and Training (NCVET). FICSI has been set up as an autonomous industry-led body by NSDC.

MISSION

To ensure that the Indian Food Processing industry can be internationally competitive with skilled manpower, increased productivity, and profitability.

The aim to generate a critical mass of industry-employable-skilled-persons to meet the skill gaps among the educated and employable in the Food Processing industry.

FICSI inter-alia is mandated to:

- Develop National Occupational Standards (NOS) & Qualifications and getting them notified as per NSQF
- Develop Training Resources and Tools
- Conduct Train-The-Trainer (ToT) programs
- Conduct Skill Gap Studies &
- Access and Certify trainees



GOVERNING BODY

The Governing Body members are an integral part of FICSI and their valuable ideas and efforts help us in taking forward the Food Processing Skilling Ecosystem. The Governing Board of FICSI comprises of top industry leaders and professionals from Food Industry who provide clarity of vision, ethos and strategic direction to the organization.

The President of the governing body is Mr Ashwani Arora, CMD, LT Foods and the Vice President is Mr Ashwani Malhotra, MD of Weikfield Foods.

FICSI Governing body has the following Leaders as Governing body Members:



WE ENGAGE WITH

INDUSTRY

- ❖ Certification of work force
- ❖ Upskilling of Employees
- ❖ Specialized Training Programs (online & offline)
- ❖ Arranging Skilled Manpower as per requirement
- ❖ Facilitating implementation of NAPS
- ❖ Industry Membership Program specially for MSME's
- ❖ Implementation of CSR projects



YOUTH

- ❖ Training and Placement in Food Processing Industries.
- ❖ Opportunity to acquire skills from our e-learning portal.
- ❖ Provide long-term career opportunities through upskilling and reskilling
- ❖ On the job training through NAPS Scheme



MoUs & Collaboration

FICSI has following special MoUs with the following organizations in order to propagate skilling across the sector in a major way:



Food Safety and Standards Authority of India (FSSAI)



Indo German Chamber of Commerce (IGCC)



Food Processing Skills Canada (FPSC)



Indian Institute of Food Processing Technology (IIFPT)



Central Food Technological Research Institute (CFTRI)



Good Food Institute (GFI)



PATH

TRAINING & LEARNING SOLUTIONS



Training & Learning Solutions

Identifying and addressing training needs of the food processing industry. We offer customised training solutions for all level of food professionals working in or intending to work in the food industry. Our trainings include FoSTaC Awareness/Basic and Advance courses, HACCP, Food Traceability & Recall, Allergen Management and many more courses covering the entire food safety management system.

FSSAI's One of the Top Training Partners, FICSI has Trained & Certified more than 45,000 Food Handlers in FoSTaC.

Enroll Yourself and avail-

- ❖ Choice between Online and Offline Trainings
- ❖ Trainers with 15+ Domain Experience
- ❖ Corporate Batches
- ❖ Customized Training



CUSTOMIZED TRAINING PROGRAMS FOR STUDENTS, CORPORATES AND FACULTIES

FICSI also conducts various up-skilling and re-skilling training programs for students, faculties and corporates. Following are the details of all customized training programs which are being implemented for the industry/students.

Training programs for food processing/ technology students that includes:

- ❖ Career readiness program for food processing students in their final year of graduation/post graduation.
- ❖ Induction program for fresh recruits in food processing industries
- ❖ HACCP - Hazard analysis and critical control points
- ❖ FOSTAC - Food safety supervisors.
- ❖ GMP & GHP



For Faculty

- ❖ Faculty development program (FDP)
- ❖ Food safety & hygiene courses
- ❖ HACCP
- ❖ FOSTAC
- ❖ GMP

For Corporates

Upskilling training programs for existing food professionals that include a range of courses covering topics on national & international food safety & hygiene (Traceability, Recall, Food Defence (TACCP/VACCP), HACCP, Internal auditing, FSSAI schedule 4 requirement, Certification for Exports





Affiliated Training Partners

We have empanelled more than 100 Training centres and 200 + colleges. They have well equipped facility for hands on training.

Training of Trainers

We have more than 300 certified trainers that have gone through training on modern pedagogical skills. The training is imparted by experts and the focus is on making the learning process productive.



Training of Assessors

Under our training of assessors program to impart skills which will help an assessor to undertake competency based summative assessment more than 600 have been certified.

eLearning Zone

Our Learning Management System recognizes the changing scenario of food processing in the country and aims to create a pool of trained manpower. This platform is the perfect choice for organizations and individuals who seek to enhance their skills which can be tailored to their needs. Our eLearning Zone is a great platform for not only students and candidates but also for Retailers, Industry, MSME workers and for public too.

<https://elearning.ficsi.in/s/store>



RECRUITMENT SOLUTIONS BY FICSI:

FICSI Job Portal

- ❖ <https://jobs.ficsi.in/>
- ❖ Freshers and experienced candidates
- ❖ One stop solution for factory worker to Mid-Level Manager recruitments.
- ❖ Candidates from all Food Tech & Food Processing Institutes across the country.
- ❖ Students from Mtech, Btech, M.Sc, B.Sc, M.Voc, B.Voc, ITI and FICSI's Short-Term Certification Courses.



FICSI's Career Fair

- ❖ Twice yearly event for Food industry graduates & organisations.
- ❖ Job Seekers must go through National Food Processing Aptitude Test (NFPAT) to be eligible for Career Fair.
- ❖ Candidates from best collages in Food Processing on single platform

ACADEMIA

The Food Processing Skills Training courses under FICSI are not limited to skill the youth and make them industry ready or creating entrepreneurs but also for addressing macro issues like unlocking the true value of Indian agricultural output, sustainability, women empowerment, health, nutrition and food security as well as promoting Good Manufacturing Practices and Good Hygiene Practices.

Bachelor of Vocation in Food Processing :

Development of qualification, content, and curriculum for skilling as per National Skill Qualification Framework. FICSI has already developed 61 such NSQF aligned Qualification Packs

Undergraduate Degree in Food Processing:

Six-semester Undergraduate Degree program in Food Processing based on job roles approved by NCVET (70% Skill Component). Degree to be awarded by university



Elective Courses for Food Processing:

Skill based elective courses for B.Tech or B.Sc degree course in Food Processing, Futuristic job roles which are aligned with the future demand of job

Short-Term Courses in Food Processing:

To enhance the career opportunities for Science, Commerce and Humanities students, skill-based courses in Bakery and Food Laboratory Operations are offered

CSR (Corporate Social Responsibility)

Food Processing sector has huge opportunity in entrepreneurship with optimum capital investment. According to Ministry of Food Processing Industries, food processing is employment intensive in that for every Rs. 1 million invested, 1.8 jobs and 6.4 indirect jobs are created. So, the sector has a huge capacity to provide employment for a large workforce. The food processing industry has a significant role in reducing the post-harvest losses of Agri products.



A direct link up between industry and farm gate level will accelerate the processing capacity of the plant and will reduce intermediaries, which will eventually provide a better profit margin to processors. So, these trainings in food processing can enhance the living standards and arrange more livelihood opportunities for the families of Work force Pan India.

- ❖ Clean Safe Food Hub
- ❖ Entrepreneurship Development for Women and Young aspirants
- ❖ Implementation of Skilling Program using Green Energy
- ❖ Rice Fortification
- ❖ Creating Bakery Skilling Infrastructure for National Skill training Institutes under Ministry of Skill Development and Entrepreneurship

Skill Development project under CSR :

As per Point No. (ii) under schedule VII of Companies Act, 2013 – “Promoting education, including special education and employment enhancing vocational skills especially among children, women, elderly, and the differently abled and livelihood enhancement projects are covered under CSR activities.”

Skilling under Food Processing Sector :

Food Processing sector has huge to provide employment for a large workforce and opportunity in entrepreneurship is also huge with optimum capital investment. The food processing industry has a significant role in reducing the post-harvest losses of Agri products. A direct link up between industry and farm gate level will accelerate the processing capacity of the plant and will reduce intermediaries, which will eventually provide a better profit margin to processors. So, these trainings in food processing can enhance the living standards and arrange more livelihood opportunities for the families of Work force Pan India.

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- ❖ Entrepreneurship Enhancement for Women and Young aspirants
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80 G and 12 A Certificates: FICSI possesses 80G/12A Certificates AAAAF3006AF20206

CSR Form 1: Registration No. CSR00017091

QUALIFACTIONS

FICSI has 66 approved NSQF Aligned qualifications and many others are under preparation that are majorly categorized into 7 sub-sectors. Visit www.ficsi.in/resources/standards/ for more information.



POPULAR QUALIFICATIONS

BREAD AND BAKERY SUB-SECTOR

- ❖ BAKING TECHNICIAN
- ❖ CRAFT BAKER

DAIRY PRODUCTS

- ❖ COTTAGE CHEESE MAKER

FRUITS AND VEGETABLES

- ❖ PICKLE MAKING TECHNICIAN
- ❖ JAM, JELLY AND KETCH UP PROCESSING TECHNICIAN
- ❖ FRUITS AND VEGETABLES SELECTION IN-CHARGE

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PACKAGED FOOD

- ❖ TRADITIONAL SNACK AND SAVOURY MAKER

MULTI-SECTORAL

- ❖ MULTISKILL TECHNICIAN
- ❖ COLD STORAGE TECHNICIAN
- ❖ FOOD PRODUCTS PACKAGING TECHNICIAN
- ❖ INDUSTRIAL PRODUCTION WORKER- FOOD PROCESSING
- ❖ PACKING MACHINE WORKER-FOOD PROCESSING
- ❖ PROCESSED FOOD ENTREPRENEUR

FUTURE QUALIFICATIONS BASED ON THE FOLLOWING SKILLS

This is a list of Skills that are high in demand in food processing sector. FICSI is planning to file new qualifications for approval based on the following skills listed below:

Innovation and recipe Formulation	Food Fortification Experts, Value- added Nutritional product Experts
	Plant based Protein Developer, Meat Alternative Foods, Vegan Foods
	Flavourists
Laboratory	Food Analyst, Food lab instrumentation specialist, Food sample preparation technician
Auditing	Internal Auditor - lab
	Export Requirement
Start Ups and Entrepreneurship	Experts to Facilitates Food start ups
	Entrepreneurship Skills in Food Processing
	Artisanal & Home-based Entrepreneurs in Various food processing sector
Sales and Marketing	Marketing and sales personnel
	Food sales promoters
Industry 4.0 & Automation	Experts to automate the mannual processes in food industry
	Food Packaging Developer, Smart Packaging
	Automation engineers
	Robotic engineers
Food Safety and Hygiene	Food safety team leaders
	Food sanitation workers
	Hygiene or sanitation supervisors
	Food recall and traceability
Data Analytics	Process control operators
	Statistical data experts
Quality Control Quality Assurance	Consumer complaints Handlers
Fruits and Vegetables	Food Preservation technicians
	Fruit technologist

NSQF Aligned and Approved Qualifications

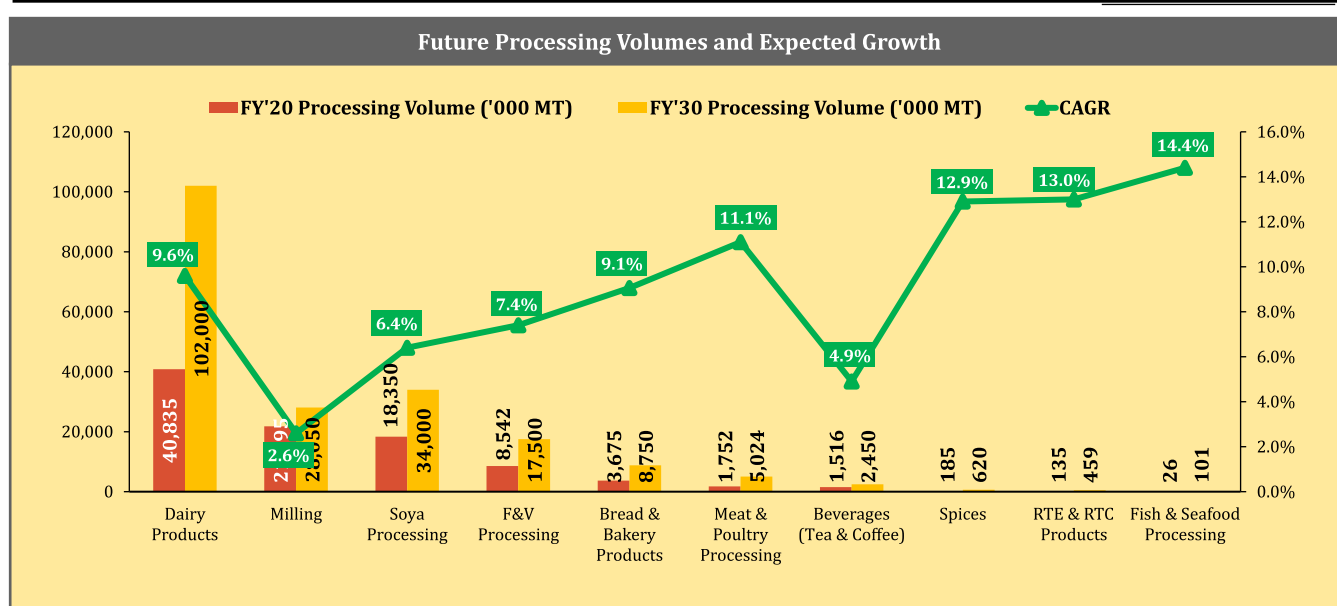
NAME OF ACTIVE QUALIFICATION	QP Code	SUB SECTOR	NQR CODE
Baking Technician/Operative	FIC/Q5005	Bakery	2021/FI/FICSI/04377
Craft Baker	FIC/Q5002	Bakery	2022/FI/FICSI/05510
Industrial baker	FIC/Q5006	Bakery	2021/FI/FICSI/04647
Plant Biscuit Production Specialist	FIC/Q5003	Bakery	2021/FI/FICSI/04513
Butter and Ghee Processing Operator	FIC/Q2003	Dairy Products	2021/FI/FICSI/04370
Artisanal Cheese Maker - Entrepreneur	FIC/Q2008	Dairy Products	2021/FI/FICSI/05063
Cottage Cheese Maker	FIC/Q2005	Dairy Products	2021/FI/FICSI/04574
Dairy Processing Equipment Operator	FIC/Q2002	Dairy Products	2021/FI/FICSI/04372
Dairy Products Processor	FIC/Q2001	Dairy Products	2021/FI/FICSI/04373
Ice Cream Processing Technician	FIC/Q2004	Dairy Products	2021/FI/FICSI/04376
Fish and Sea Food Processing Technician	FIC/Q4001	Fish and Seafood	2021/FI/FICSI/04374
Chief Miller	FIC/Q1001	Food Grain Milling	2022/FI/FICSI/05640
Corn Processing Technician	FIC/Q1009	Food Grain Milling	2022/FI/FICSI/05402
Grain Mill Operator	FIC/Q1003	Food Grain Milling	2021/FI/FICSI/04573
Milling Technician	FIC/Q1002	Food Grain Milling	2021/FI/FICSI/04801
Oil Extraction and Refining Technician	FIC/Q1008	Food Grain Milling	2022/FI/FICSI/05509
Soya Products Processor	FIC/Q8004	Food Grain Milling	2022/FI/FICSI/05400
Fortified Rice Technician	FIC/Q1010	Food Grain Milling	2022/FI/FICSI/05641
Artisanal Wine Maker	FIC/Q0201	Fruits and Vegetables	2021/FI/FICSI/04380
Fruit Pulp Processing Technician	FIC/Q0106	Fruits and Vegetables	2022/FI/FICSI/05404
Fruits and Vegetables Drying/ Dehydration Technician	FIC/Q0105	Fruits and Vegetables	2021/FI/FICSI/04515
Fruits and Vegetables Selection In-Charge	FIC/Q0108	Fruits and Vegetables	2021/FI/FICSI/04518
Jam, Jelly & Ketchup Processing Technician	FIC/Q0103	Fruits and Vegetables	2021/FI/FICSI/04368
Pickle and paste making technician	FIC/Q0204	Fruits and Vegetables	2022/FI/FICSI/05401
Pickle Making Technician	FIC/Q0102	Fruits and Vegetables	2021/FI/FICSI/04369
Preservation Technician-Fruits and Vegetables	FIC/Q0111	Fruits and Vegetables	2021/FI/FICSI/04795
Squash and Juice Processing Technician	FIC/Q0101	Fruits and Vegetables	2021/FI/FICSI/04571
Assistant Electrician - Food Processing Facility	FIC/Q9504	Multi-Sectoral	2021/FI/FICSI/04648
Convenience Food Maker - Ready to Eat & Instant Foods	FIC/Q8503	Packaged Foods	2021/FI/FICSI/04572
Assistant Electrician - Food Processing Facility	FIC/Q9504	Multi-Sectoral	2021/FI/FICSI/04648
Assistant Lab Technician - Food and Agricultural Commodities	FIC/Q9502	Multi-Sectoral	2021/FI/FICSI/04367

NAME OF ACTIVE QUALIFICATION	QP Code	SUB SECTOR	NQR CODE
Cold Storage Technician	FIC/Q7004	Multi-Sectoral	2021/FI/FICSI/04570
Effluent Treatment Plant Operator-Food Processing Facility	FIC/Q9502	Multi-Sectoral	2021/FI/FICSI/04381
Fitter - food Processing facility	FIC/Q9503	Multi-Sectoral	2021/FI/FICSI/04649
Food Microbiologist	FIC/Q7603	Multi-Sectoral	2021/FI/FICSI/04805
Food Packaging Developer	FIC/Q9302	Multi-Sectoral	2021/FI/FICSI/04799
Food Product Developer	FIC/Q9301	Multi-Sectoral	2021/FI/FICSI/04798
Food Products Packaging Technician	FIC/Q7001	Multi-Sectoral	2021/FI/FICSI/04375
Food Regulatory Affairs Manager	FIC/Q9002	Multi-Sectoral	2021/FI/FICSI/04800
Food safety team leader	FIC/Q7604	Multi-Sectoral	2021/FI/FICSI/05065
Food Sales Promoter	FIC/Q9701	Multi-Sectoral	2021/FI/FICSI/04378
Hygiene Coordinator - Supervisor	FIC/Q7606	Multi-Sectoral	2021/FI/FICSI/04796
Industrial Production Worker- Food Processing	FIC/Q9005	Multi-Sectoral	2021/FI/FICSI/04510
Multi Skill Technician (Food Processing)	FIC/Q9007	Multi-Sectoral	2021/FI/FICSI/04511
Packing Machine Worker-Food Processing	FIC/Q7002	Multi-Sectoral	2021/FI/FICSI/04512
Industrial Production Worker- Food Processing	FIC/Q9005	Multi-Sectoral	2021/FI/FICSI/04510
Purchase Assistant - Food & Agricultural Commodities	FIC/Q7005	Multi-Sectoral	2021/FI/FICSI/04514
Processed Food Entrepreneur	FIC/Q9001	Multi-Sectoral	2021/FI/FICSI/04803
Production Manager	FIC/Q9003	Multi-Sectoral	2021/FI/FICSI/04802
Quality Assurance Manager	FIC/Q0111	Multi-Sectoral	2021/FI/FICSI/04795
Sanitation worker	FIC/Q9008	Multi-Sectoral	2021/FI/FICSI/04571
Refrigeration Technician-Food Processing Facility	FIC/Q9501	Multi-Sectoral	2021/FI/FICSI/04382
Store Assistant-Food Manufacturing Facility	FIC/Q9101	Multi-Sectoral	2021/FI/FICSI/04379
Spice Processing Technician	FIC/Q8502	Packaged Foods	2022/FI/FICSI/05405
Artisanal chocolate maker - Entrepreneur	FIC/Q7101	Packaged Foods	2021/FI/FICSI/05064
Traditional Snack and Savoury Maker	FIC/Q8501	Packaged Foods	2021/FI/FICSI/04517
Traditional sweet and savoury product maker	FIC/Q8504	Packaged Foods	2022/FI/FICSI/05403
Food technologist – Plant based proteins	FIC/Q9390	Packaged Foods	2022/FI/FICSI/06014
Small Food Business Operator	FIC/Q9702	Multi-Sectoral	2022/FI/FICSI/06457
Internal Food Auditor-Food Processing	FIC/Q7608	Multi-Sectoral	2022/FI/FICSI/06458
Food Analyst	FIC/Q7607	Multi-Sectoral	2022/FI/FICSI/06456
Supervisor – Food processing industry	FIC/Q9009	Multi-Sectoral	2022/FI/FICSI/06455
Baking Assistant	FIC/Q5007	Bread and Bakery	QG-2.5-FI-00053-2023-V1-FICSI
Fruits and Vegetable Processing Operator	FIC/Q0204	Fruits & Vegetables	QG-02-FI-00055-2023-V1-FICSI
Fish and Sea Food Processor	FIC/Q4002	Fish and seafood	QG-02-FI-00054-2023-V1-FICSI
Food Product Handler	FIC/Q9010	Multi-Sectoral	QG-02-FI-00056-2023-V1-FICSI
Food Packer	FIC/Q7006	Multi-Sectoral	QG-02-FI-00057-2023-V1-FICSI

OVERVIEW OF INDIAN FOOD PROCESSING INDUSTRY

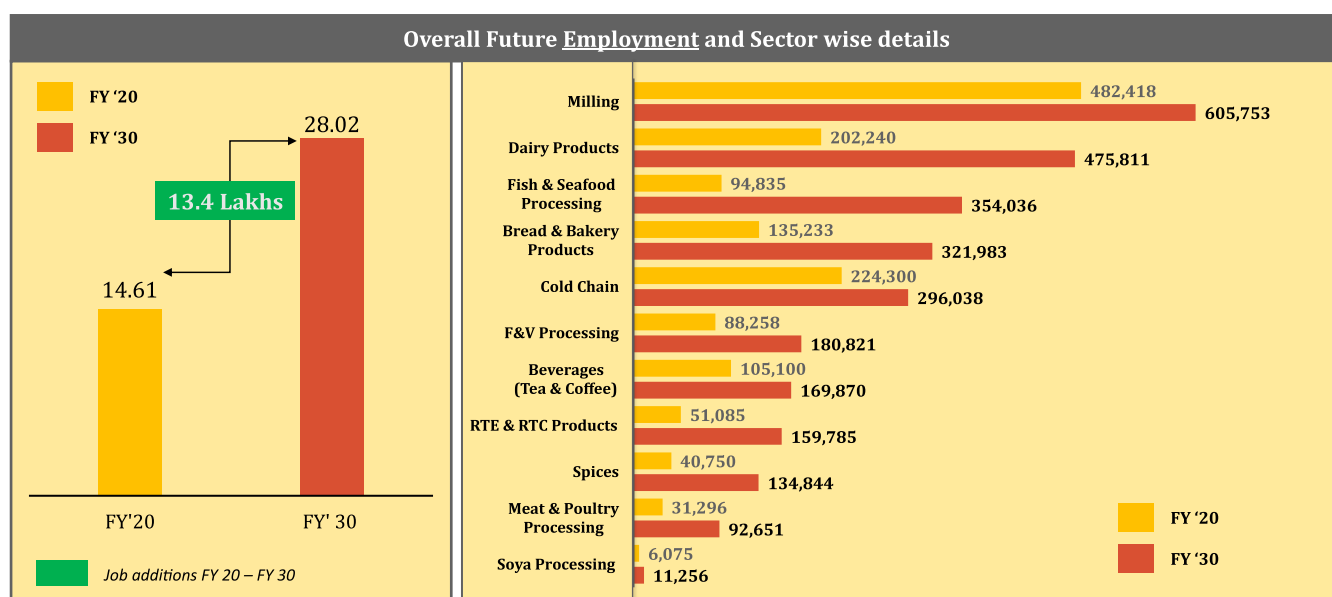
Food Processing Industry also has a wide variety of unregistered units / individuals and Home Enterprises who produce a wide variety of Food products and operate locally in a region. The Food Processing sector has also emerged as an important segment of the Indian economy in terms of its contribution to GDP, employment and investment.

Overall processing volumes likely to grow at **CAGR of 7.5%** to reach **~198 MMT** in FY'30 from **~96 MMT** in FY'20



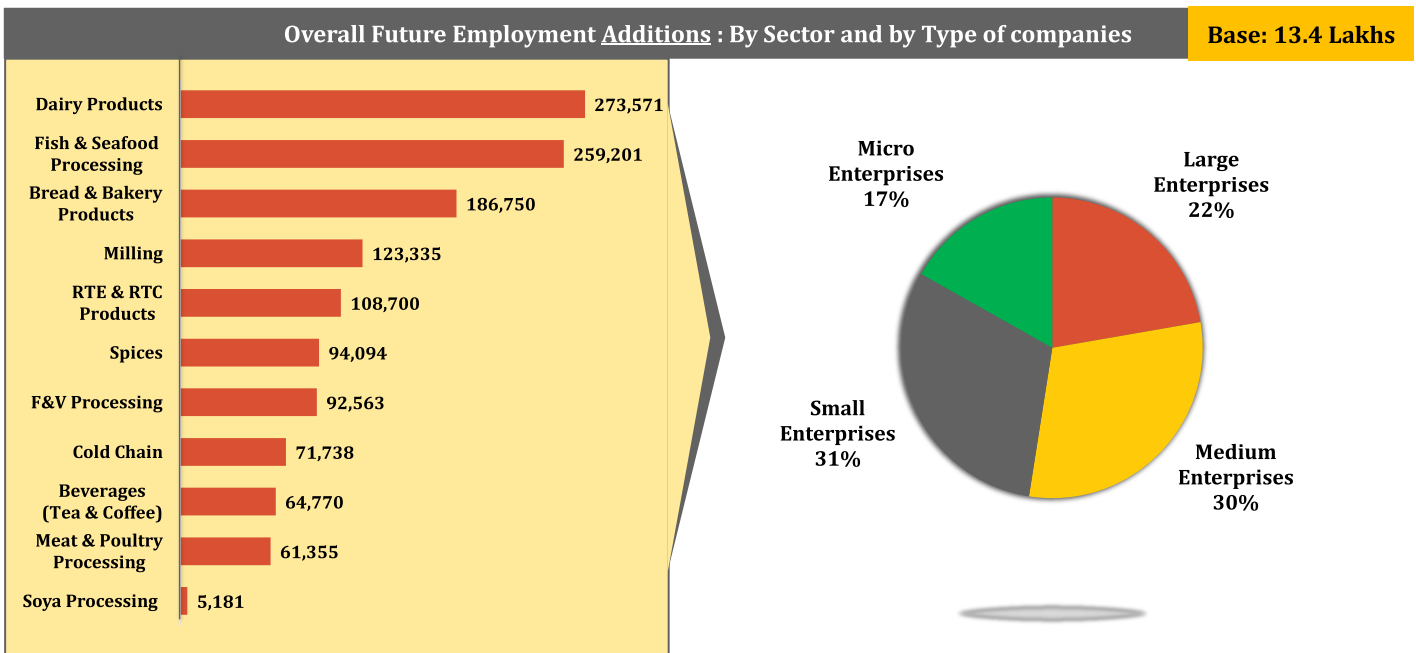
Source : @unpublished report - HR and skill gap requirement in food processing sector for FY 20-30

13.4 Lakhs jobs between FY'20 and FY'30



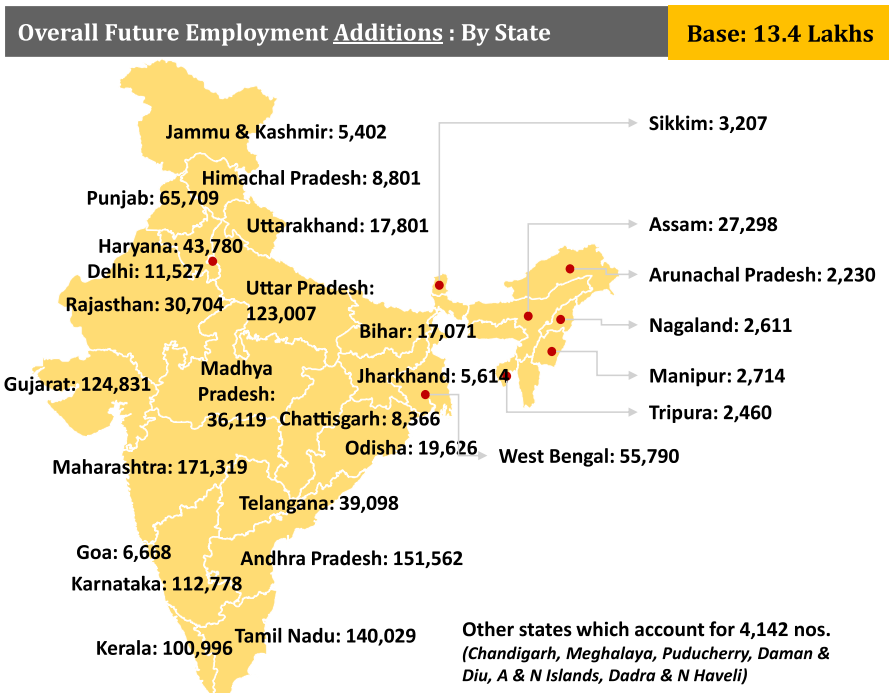
Source : @unpublished report - HR and skill gap requirement in food processing sector for FY 20-30

Dairy, Fish and Seafood processing and Bread and Bakery will account for 54% of the additional jobs by FY' 30



Source : @unpublished report - HR and skill gap requirement in food processing sector for FY 20-30

Traditional Food Processing clusters, will continue to be a major contributor in the overall employee additions



- **Seven states**, with a CAGR growth of > 6% , account for **69%** of the overall employee additions
 - **South** : Andhra Pradesh, Karnataka, Kerala & Tamil Nadu – would account for 38% of the overall employee additions
 - **West** : Maharashtra & Gujarat – would account for 22% of the overall employee additions
 - **North** : Uttar Pradesh would account for 9% of the overall employee additions

Source : @unpublished report - HR and skill gap requirement in food processing sector for FY 20-30



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