

# Sector Skill Council for Food Processing



**FICSI**  
Food Industry Capacity and Skill Initiative



[www.ficsi.in](http://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 promoted 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 Council 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 Council has the following Leaders as Governing Council Members:





# 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)**

# 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



## ACADEMIA

- ❖ Designing undergraduate level studies covering skill and general education component.
- ❖ Alignment of curriculum with National Skills Qualification Framework to increase employability of the graduates and meet industry demand for human resources.
- ❖ Ensure that the students acquire adequate knowledge and skills so that they are work ready at each exit point of the program.
- ❖ Institution industry Collaboration opportunities
- ❖ Access to our job portal

## 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



# OUR SERVICES



## Food Safety Training

Identifying and addressing training needs of the food processing industry- Customised training solutions for all level of food professionals working in and or intending to work in the food industry. Our trainings include FoSTaC Basic/ Advance and Special, HACCP, Food Traceability and Recall and other trainings as per need of food industries. FICSI is authorized training provider of FSSAI.

## International level Trainings

We collaborate with Food Processing Skills Canada (FPSC) for designing international level training content. A comprehensive training package -India Food Safety Readiness Program - that combines practical food safety knowledge and food safety technical skills needed for success has been introduced by us on a modern online Learning Management System that also provides assessment and certification services. Courses developed in Canada offer an in-depth learning path that will help to enhance competence in the food processing industry.





## NAPS

National apprenticeship promotion scheme (NAPS) is a scheme of ministry of Skill development and Entrepreneurship (MSDE) for the benefit of industry that reduces human resource cost and ensures mandatory compliance. It provides the industry with an educated workforce and aids operational cost efficacy.

[www.apprenticeshipindia.gov.in](http://www.apprenticeshipindia.gov.in)



## CSR Projects

Corporates are encouraged to utilize their corporate social responsibility (CSR) funds on skill development activities. Food processing sector offers employment and entrepreneurial opportunities to people with acquired skills in food processing NSQF align qualifications. CSR is a way through which a company achieves a balance of economic, environmental and social imperatives with addressing the expectations of stakeholders.





# 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



# QUALIFACTIONS

FICSI has 58 approved NSQF Aligned qualifications (Annexure 1) and may others are under preparation that are majorly categorized into 7 sub-sectors. Visit [www.ficsi.in/resources/standards/](http://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:

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

# NSQF Aligned and Approved Qualifications

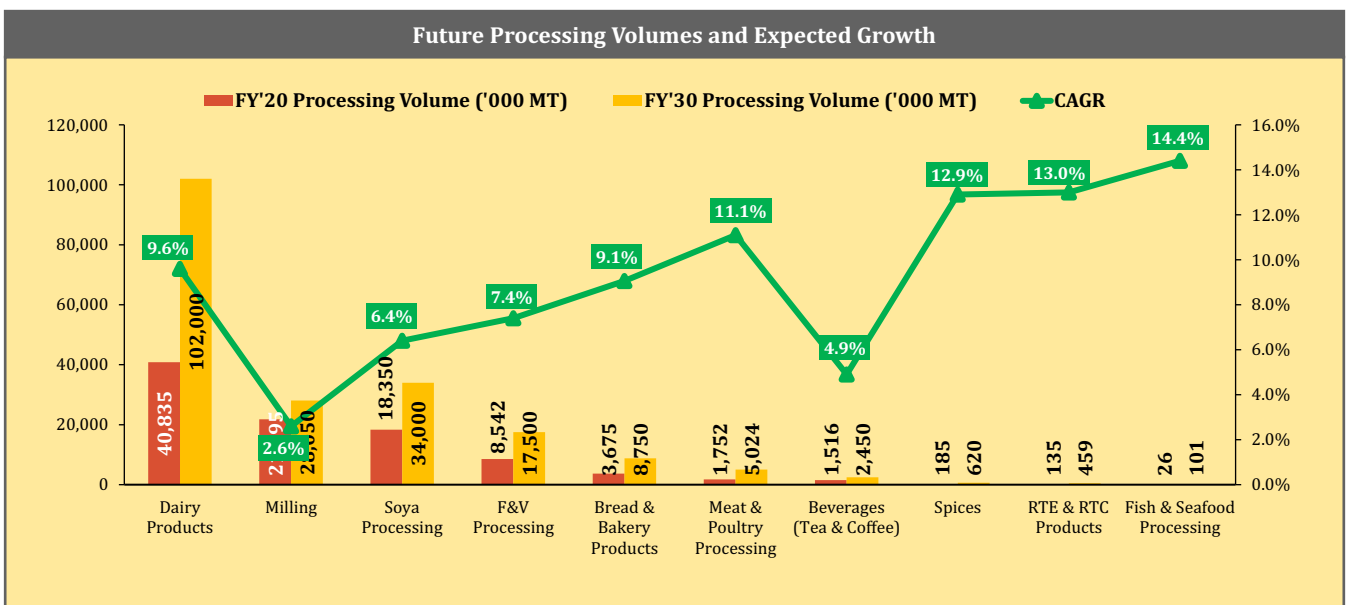
NAME OF ACTIVE QUALIFICATION	QP Code	SUB SECTOR	NQR CODE
Baking Technician/Operative	FIC/Q5005	Bakery	2021/FI/FICSI/04377
Craft Baker	FIC/Q5002	Bakery	2022/FI/FICSI/05510
Industrial baker	FIC/Q5006	Bakery	2021/FI/FICSI/04647
Plant Biscuit Production Specialist	FIC/Q5003	Bakery	2021/FI/FICSI/04513
Butter 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 and 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

NAME OF ACTIVE QUALIFICATION	QP Code	SUB SECTOR	NQR CODE
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
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
Plant Manager	FIC/Q9004	Multi-Sectoral	2017/FI/FICSI/01755
Purchase Assistant - Food and 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

# OVERVIEW OF INDIAN FOOD PROCESSING INDUSTRY

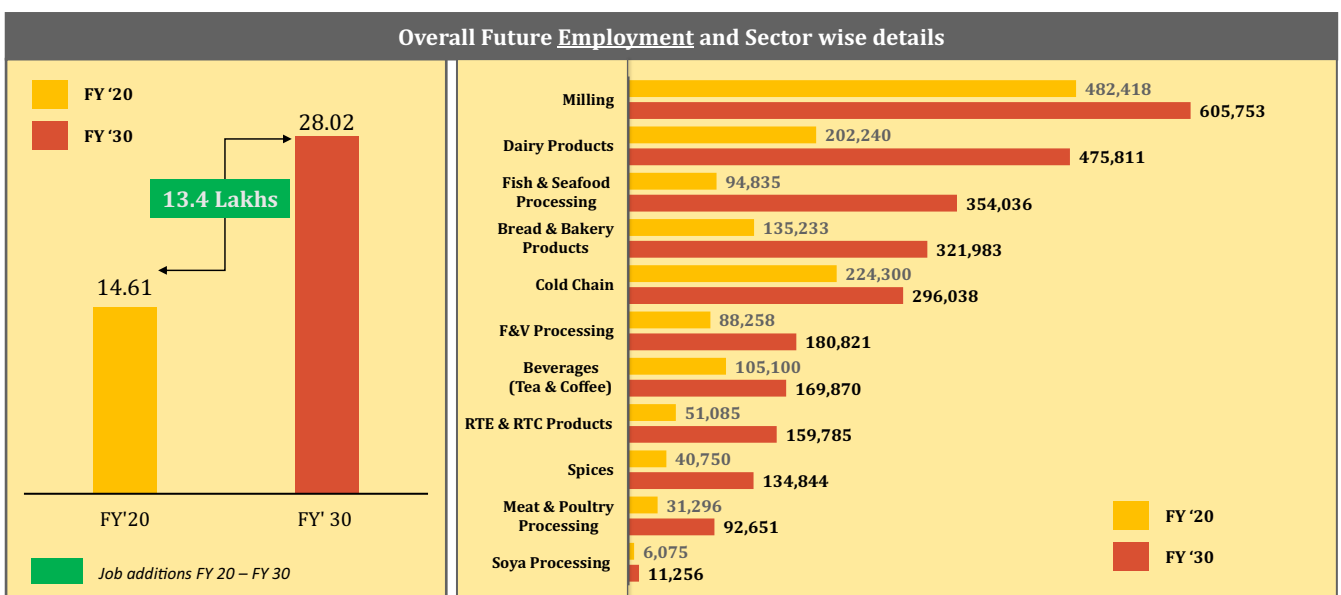
Food Processing Industry also has a wide variety of unregistered units / individuals and Home Enterprises who produce a wide variety of Food products and operate locally in a region. The Food Processing sector has also emerged as an important segment of the Indian economy in terms of its contribution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



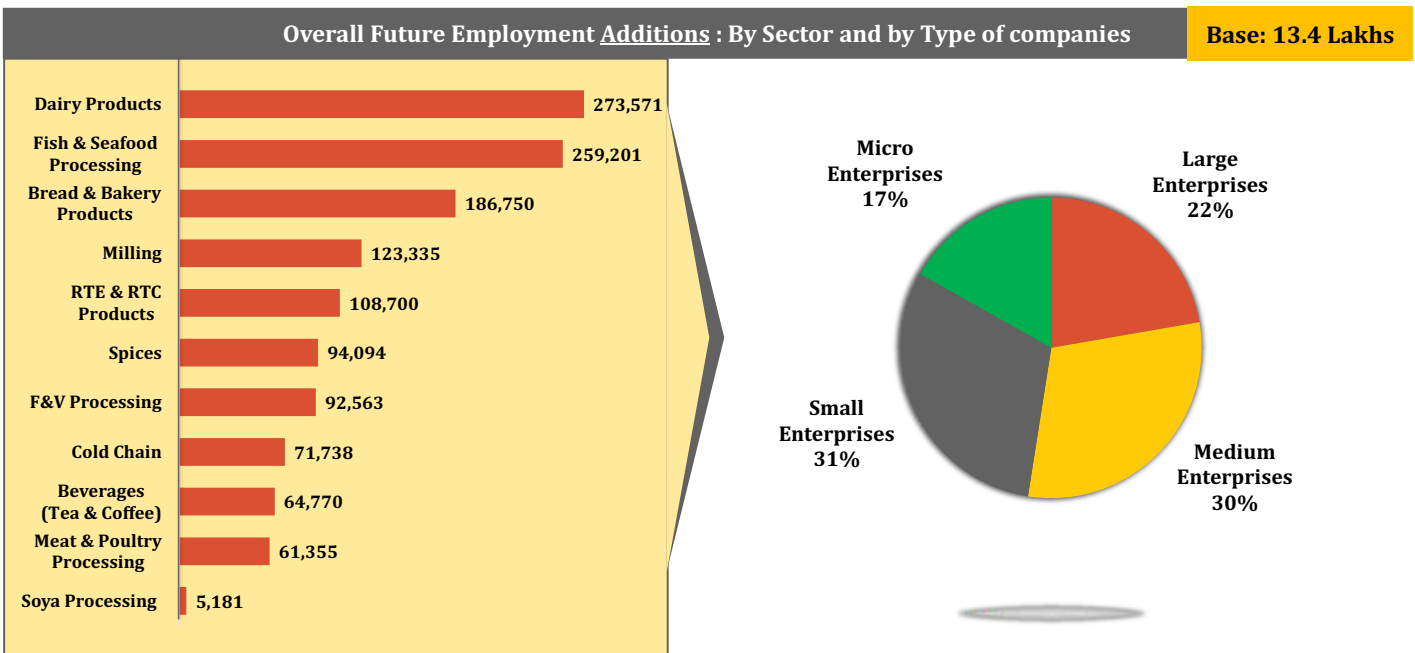
Source : @unpublished report - HR and skill gap requirement in food processing sector for FY 20-30

## 13.4 Lakhs jobs between FY'20 and FY'30



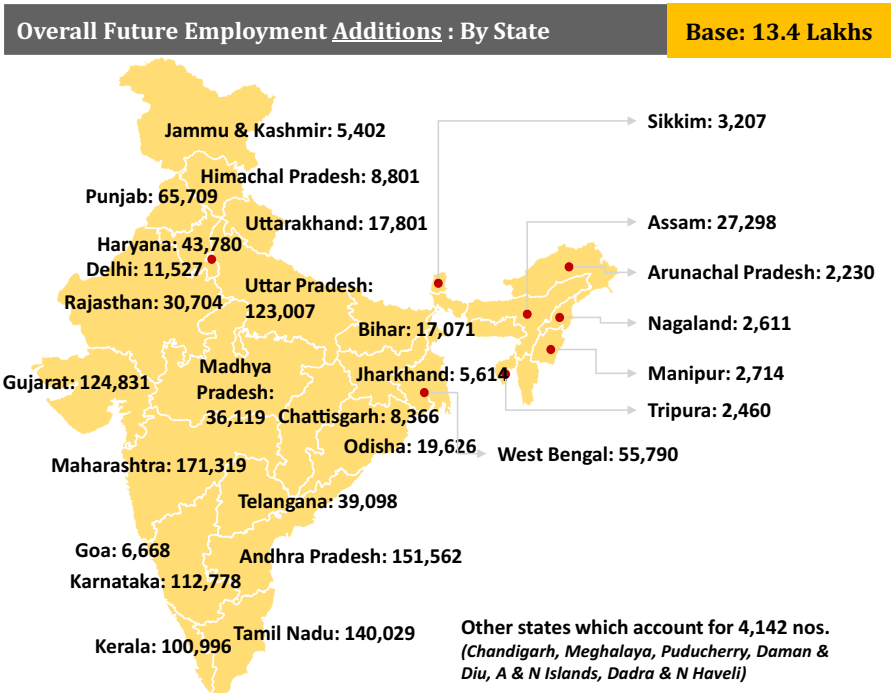
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## Dairy, Fish and Seafood processing and Bread and Bakery will account for 54% of the additional jobs by FY' 30



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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## Food Industry Capacity & Skill Initiative (FICSI)

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