



Dumfries and
Galloway College

One step ahead 

Case Study

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Flexible Workforce
Development Fund

Arla Foods

The Flexible Workforce Development Fund is available to all Scottish employers, including small and medium enterprises (SMEs). The Fund supports businesses in Scotland to up-skill and re-skill their employees to support inclusive economic growth in Scotland. As an employer you can use it to address priority skills gaps and get training tailored to your needs.

Who can access it?

The Fund provides funding to UK Apprenticeship Levy-payers and SMEs in Scotland.

What can it be used for?

The FWDF is intended to help employers address priority skills gaps and training needs. If you're a UK Apprenticeship Levy-paying business or an SME in Scotland, you can use the FWDF to upskill or reskill your staff.



Arla Foods UK plc is a major food manufacturing business with sites across the UK. The company is home to some of the UK's leading dairy brands including Cravendale, Lurpak and Anchor. It's major Scottish processing site is based just outside Lockerbie, Dumfries & Galloway employing around 300 staff.

Arla already have an excellent health & safety record and the Safety-First culture is well embedded. and the company have also been investing in management training following some restructuring of the business. Arla run a ground-breaking education initiative called 'Eden'. This initiative, driven by the UK dairy industry, provides an Advanced Apprenticeship for Engineers and a Foundation Degree qualification for Dairy Technologists, with the aim of producing world class staff for tomorrow's dairy industry. The Flexible Workforce Development Fund has allowed the company to put recent 'Eden Graduates' on enhanced health & safety training like NEBOSH and IOSH. Other staff, who have been ear-marked to step into team leading roles have undergone ILM Leadership. Hence, so far over 25 staff have benefitted directly from the additional training, which in turn has improved efficiencies and effectiveness of this team on this key production site in the south of Scotland.



By working closely with Dumfries & Galloway College, Arla have been able to enhance the company's commitment to staff development and training, while at the same time raising the quality of employment in a rural area like Dumfries & Galloway



John Faircloth-Wood | Learning and Development Co-Ordinator for Arla Foods Ltd in Lockerbie



It has been exciting to work with Arla, to understand the company's UK-wide training plans and then looking for solutions that suit the local needs.



Eva Milroy | External Liaison Officer for Dumfries & Galloway College

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Benefits of investing in your workforce

- You can increase their productivity to **grow your business**
- You can improve the quality of their work to better **satisfy your customers**
- You can empower them to reduce waste or faults, **reducing your customer complaints**
- You can improve morale and motivation to **better retain and engage your staff**
- It can help you **gain a competitive advantage** over your rivals



Your people are your business. Having capable and qualified staff can maximise effectiveness, achieve efficiencies, drive down costs and help increase your sales and profits.

Business funding support



Stay one
step ahead.



Dumfries and Galloway College

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