



**Nicholas  
Associates  
Group**

in association with

**Next Gen  
AIMS**

The AIMS “Next Gen” Programme offers young business leaders from the meat industry to participate in six tailored events, delivered across an 18 month period.

Each event will be hosted by a member of the AIMS team and also include contributions from one or more AIMS members as well as a site visit.

To apply, you need to be established in a meat or poultry processing business and have the potential to develop into a senior business role as well as being able to commit to attend all six events.

The programme will cover each area of the AIMS membership, including eggs, poultry, catering butchers, small abattoir sector and large processor.

The six events will be part in person and part delivered on-line

The Next Gen programme is a unique opportunity for young professionals in our industry to learn more about the challenges and opportunities ahead, develop their personal skill set and learn more about the role of AIMS and how we best represent the industry. I am very confident that all participants will find it interesting, developmental and enjoyable.

**Jason Feeney CBE**  
AIMS Non-Executive Director

The AIMS “Next Gen” Programme will accept applications from people working in the meat & poultry industry. Ideally you should be aged under 40 and have worked in the industry for at least 5 years. The Programme is free for people who work for an AIMS member but is also open to people in non-member businesses (price on application)

## The Programme

**Event 1:** This will commence on a Thursday afternoon at Butchers' Hall with a presentation about AIMS and some team building before dinner and an informal evening “on the town”

On the Friday morning, we will arrange a visit to FSA HQ to meet the team there and hear what they have planned for the meat industry over the coming years, with perhaps an emphasis on the EU SPS negotiations.

**Learning outcome:** The challenges the industry face working with the FSA and other government bodies.

To close the event, you will return to Butchers' Hall to join the Worshipful Company of Butchers for lunch before departing.

### **Event 2: The Three R's – Recruit, Reward and Retain**

Supporting talent management solutions. From Apprentice to Boardroom.

**Learning Outcome:** This session lead by Nicholas Associates Group will help you identify your current recruitment challenges and explore effective strategies to improve attraction, access, and retention. By the end, you will have clear, practical actions to remove barriers, increase engagement with apprentices, graduates, and transient workforce, and start to build sustainable early careers/ talent pathways within your organisation.

### **Event 3: Media training. Dealing with negative press and activism.**

**Learning Outcome:** Using the skills of an ex-broadcaster this event will be designed to equip the group with managing the negative and promoting the positive aspects of the meat industry as well as the do's and don't in the event of your business being subjected to activism.

### **Event 4: Tomorrow begins today – Site visit to a state of the art facility in central England**

**Learning Outcome:** create an understanding of the benefits apply harnessing technology onto a product which has been consumed for millennia. Planning for future technologies and providing an idea as to the skills needed for implementation.

### **Event 5: Where in the World? - International trade.**

**Learning Outcome:** There are few boundaries when it comes to the meat and poultry industry. Learn how to find a market for your products, develop contacts and grow overseas.

This event will include presentations from AHDB's international trade team and from the Department for Business & Trade and from a business that from small beginnings has grown across the globe.

### **Event 6: It's political.**

Back to London and to Westminster to meet with Alistair Carmichael, Chair of the EFRA Select Committee and other MPs to hear about their work within government and their constituency within the meat & poultry industry.

**Learning Outcome:** How best to engage with your MP, be it for advice when you are faced by a challenge or as a tool to develop awareness of your business and how they may be able to assist you.

**Event 6 will be followed by an informal dinner and group discussion about what you have learned from the AIMS “Next Gen” Programme and how you have already applied some of the learnings from each session into your own development and your business**

Attracting and developing early careers talent is an increasing challenge across many sectors, from apprentices through to graduates and future leaders. This workshop introduces the “3 R's” – recruit, reward and retain – as a practical framework to strengthen talent pipelines and address barriers to entry. We will explore the key challenges organisations face in attracting early careers talent and how these impact long-term workforce sustainability

**Robert Sykes, Consultant**  
Nicholas Associates Group

### **The closing date for applications is Tuesday 30th June**

Successful applicants will be contacted in July with the programme scheduled to commence in the autumn.

**Click Here** to apply