



*Joint Press Release from the American Bakers Association (ABA) and the
American Society of Baking (ASB)*

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ABA, ASB Release Illuminating Study Providing Solutions to Close the Baking Industry's Workforce Gap

WASHINGTON, D.C. – To combat the widening workforce skills gap in baking and manufacturing, the American Bakers Association (ABA) and the American Society of Baking (ASB) earlier today released an anticipated and comprehensive multi-phase study – *The Workforce Gap in U.S. Commercial Baking: Trends, Challenges and Solutions*. ABA and ASB commissioned Cypress Research Associates, LLC to gauge the current state of commercial bakery manufacturer employment, amplify best practices among employers and recommend plans of action to minimize the workforce skills gap in the baking industry.

“Our approach was to better understand the gap, its drivers, current solutions, and future industry implications. With this information in hand, leaders can evaluate and benchmark strategies based on proven best practices,” said Rich Scalise, President and CEO of Hearthside Food Solutions and Immediate Past Chairman of ABA. During his tenure as ABA Chairman and in partnership with ASB, Scalise commissioned the study to not only better understand the size and implications of the gap, but what the industry could do to address and narrow it. “The case study approach documents already successful outcomes that can be benchmarked, modeled and compared, providing a roadmap for companies seeking to close the divide between available and needed industry talent,” added Mr. Scalise.

“The American Society of Baking is already hard at work developing programs to address the current and future workforce gap in our industry,” said Mario Somoza, ASB Chairman. “We are revamping our scholarship program to target students pursuing education in areas such as food science and engineering/manufacturing, as well as our traditional support of bakery science programs. ASB has developed a Careers Section on our website that lists universities, culinary institutes and certification programs where potential employees can gain the skills and

knowledge needed for a career in the baking industry. The site also profiles companies and successful individuals to increase awareness of bakery manufacturing as a desired career. We are doing everything we can to help students and upwardly mobile employees gain the skills and knowledge needed for a successful career in the baking industry,” noted Mr. Somoza.

For more information on this study and for resources to close the workforce gap, please visit www.americanbakers.org/workforce_gap and www.asbe.org/resources/workforce-gap-study.

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About the American Bakers Association:

The American Bakers Association (ABA) is the Washington D.C.-based voice of the wholesale baking industry. Since 1897, ABA has represented the interests of bakers before the U.S. Congress, federal agencies, and international regulatory authorities. ABA advocates on behalf of more than 1000 baking facilities and baking company suppliers. ABA members produce bread, rolls, crackers, bagels, sweet goods, tortillas and many other wholesome, nutritious, baked products for America’s families. The baking industry generates more than \$102 billion in economic activity annually and employs more than 706,000 highly skilled people.

About the American Society of Baking:

The American Society of Baking is a community of baking industry professionals who have joined together to provide continuing education, networking opportunities and professional development. The members include commercial bakers, engineers, food technologists and the suppliers of equipment and ingredients in the grain-based food industry. Colleagues share knowledge, encourage and promote skill development and create resources that advance the industry and its workforce. The Society’s mission is to facilitate this interaction by promoting personal growth and professional development through education and collaboration. It is through the interactions and contributions of our members that we foster mutually meaningful business relationships.