



Evolving Together: Enabling the hybrid generation to flourish

Food sector overview



Context

The pandemic has profoundly shaped the "hybrid generation" entering the Food sector, as they lack experience in pre-pandemic workplace norms. These workers have adapted to a landscape defined by automation, and hybrid work models. Their focus on flexibility, and mental health reflects these unique circumstances. With 55% saying their health and wellbeing is enhanced by a hybrid structure.

As they progress, their adaptability and digital proficiency will continue to influence workplace culture, driving shifts toward automation, sustainability, and collaborative hybrid environments that redefine the future of work in the food industry.

69% said they
find their job easier
when they are onsite

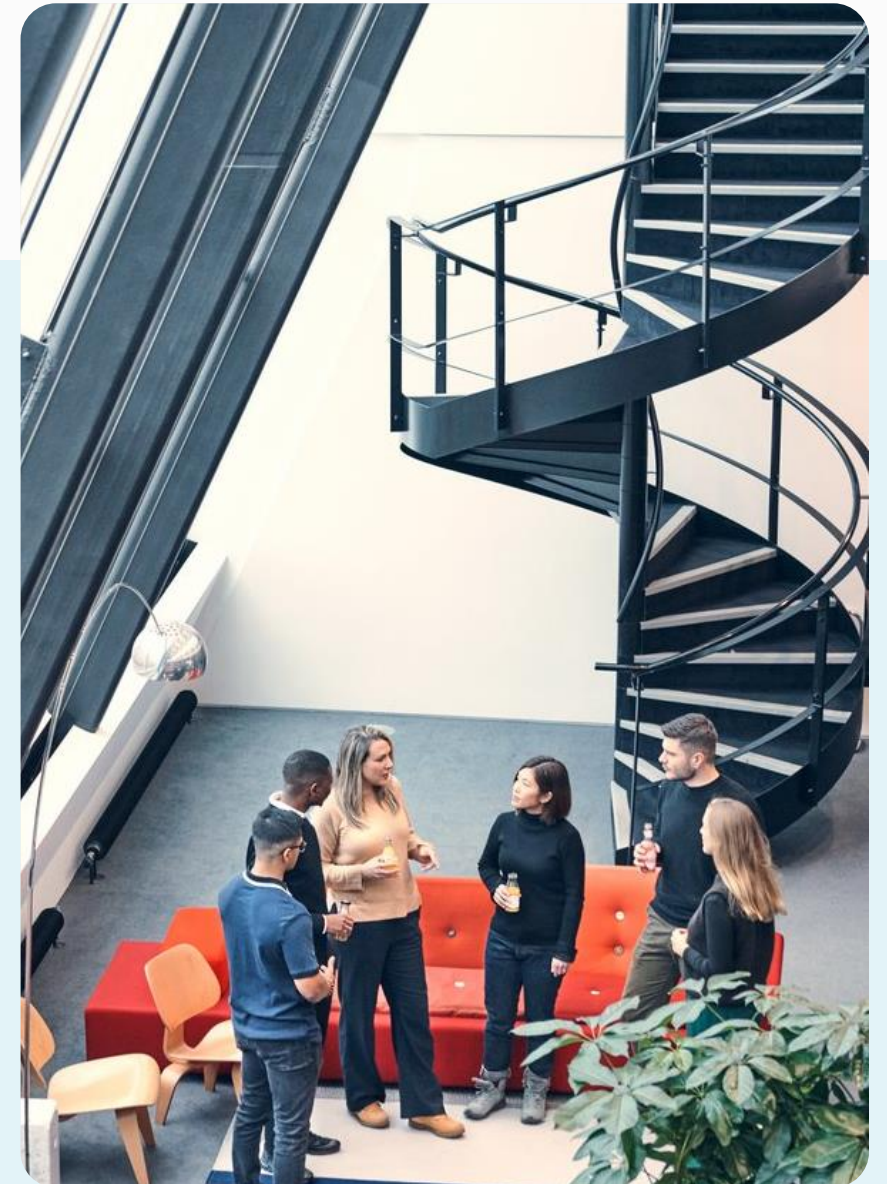


Evolving Together: enabling the hybrid generation to flourish

[BSI's 2025 Global Workforce Entrants Study](#) explores the experiences and priorities of people who have entered the workforce since the pandemic began. The study, developed in partnership with the thinktank ResPublica, comprises a survey of 4,700 people globally who started work during or since the pandemic, focus groups, and an international literature review.

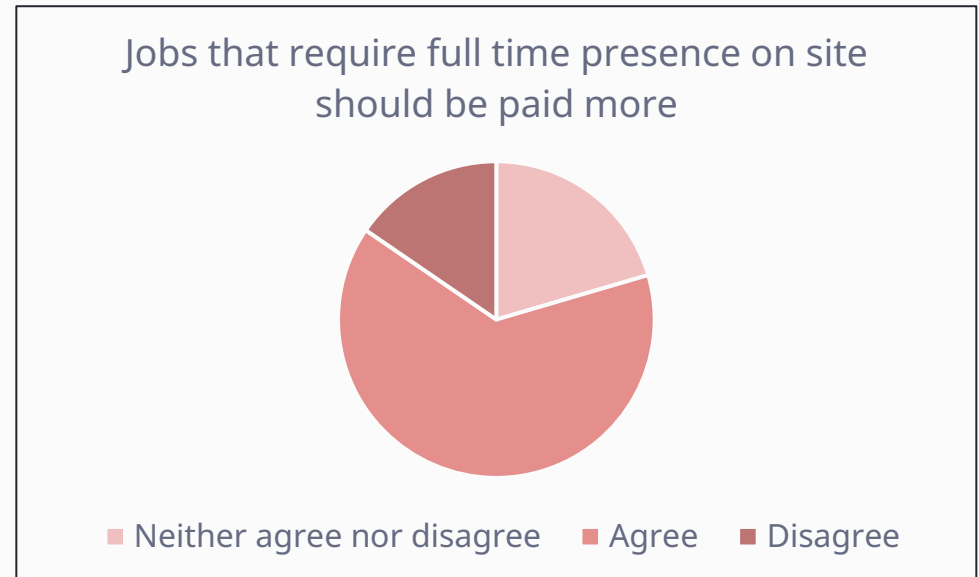
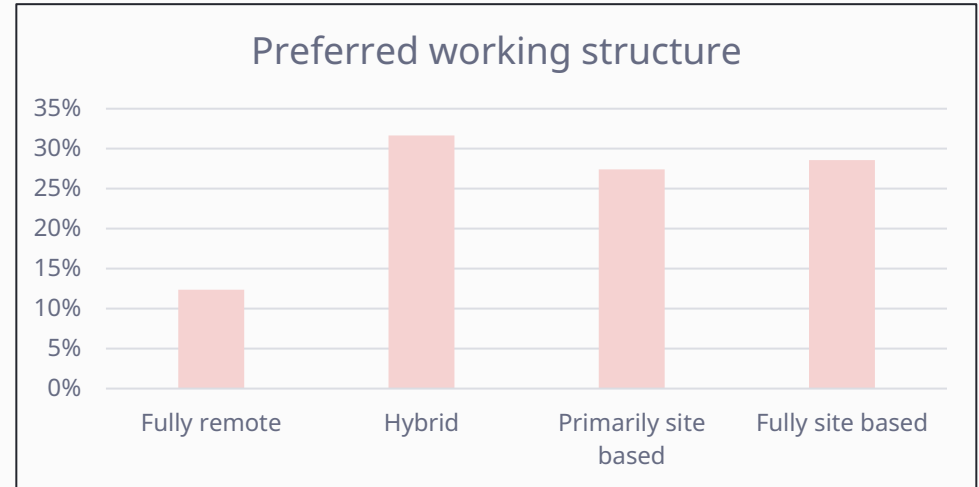
The research provides crucial insight into how the hybrid generation, lacking experience of the pre-pandemic workplace, have been shaped by these unique circumstances and how this is likely to continue to impact them and shape the future of work.

The survey included 518 people working in the global food sector.



Working structure

- During their first two years in work over one third (36%) of food sector career starters were fully site based, in line with global average. 27% were hybrid, 26% were primarily site based and 11% were fully remote, compared to 12% globally
- Today 40% are fully site based, followed by 27% primarily so, 24% hybrid and 9% fully remote
- 63% think jobs that require full time presence on site should be paid more, in line with the global average.
- Over three quarters (76%) say jobs that require a full-time onsite presence should off other flexibility such as condensed hours or part time working
- Over one third would seek to leave their job if told they had to work on site all the time and 39% said they would seek to leave their job if their organization announced it was going fully remote



Pandemic experience

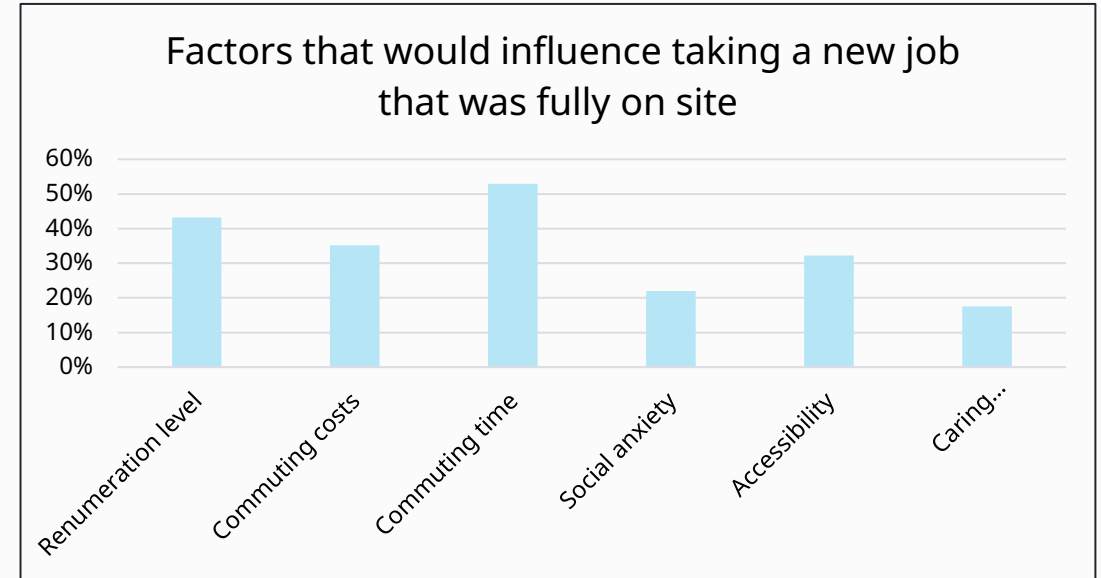
- 21% coped well with their job in the pandemic
- 13% say they were able to take a job that they wouldn't have been able to had it been site based.
- 25% say they missed out on training as a result of the pandemic, while 18% undertook training remotely (below the global average of 28%)
- 59% said they received sufficient training during their first year of work (global average is 64%) and 54% said they received sufficient management

27% started a new job without meeting colleagues in person for at least 3 months



Priorities and expectations

- 43% said they save money by living an hour away from their organization because it operates a hybrid structure (below the global average of 51%)
- Nearly two thirds (62%) feel fulfilled by their work and nearly half 52% feel loyal to their employer but 62% say that while they like their current employer, they will prioritise their own career and needs
- Over one in five (22%) hope to remain in their current organization for the next 10 years, jumping to 35% who hope to remain for the next 5 years
- 43% say that work life balance motivates their professional life (lower than the global average of 49%), followed by job stability (39%) and then financial incentives (32%)



35%
say their current
employer doesn't
share their values.

45%
expect to stay in
the same career
for the next 10
years

Culture and connection

- 22% said social anxiety would impact their decision to take a job if it was fully on site, in line with global figures.
- Nearly half (49%) prefer conducting meetings in person, and 49% prefer having 1-2-1 conversations in person.
- 70% made friends in their first job, and nearly half (49%) say since starting work they regularly socialise with colleagues after work.
- 69% said they find their job easier when they are onsite and 66% say they are more efficient when they work onsite.

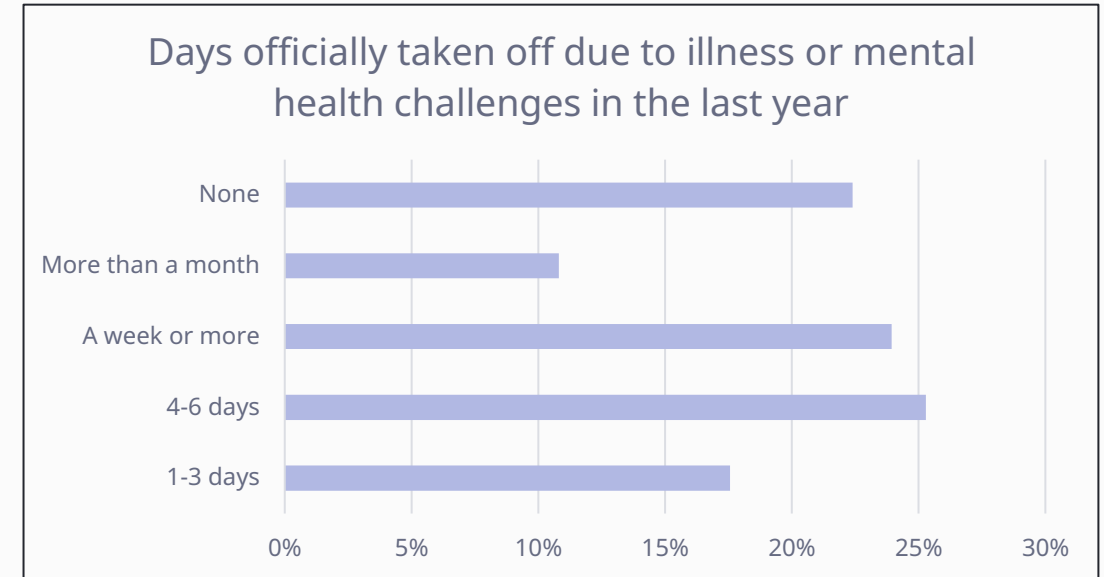
54%

Say hybrid jobs should have anchor days



Health and well-being

- Half say their mental health is enhanced by a hybrid structure and 55%
- 39% say their mental health was negatively affected by working remotely during the pandemic.
- Over half (51%) say they found a mentor in their first job.
- 55% say the first two years of work was a positive experience, compared to 62% globally.
- 47% find it hard to leave the house when I work from home

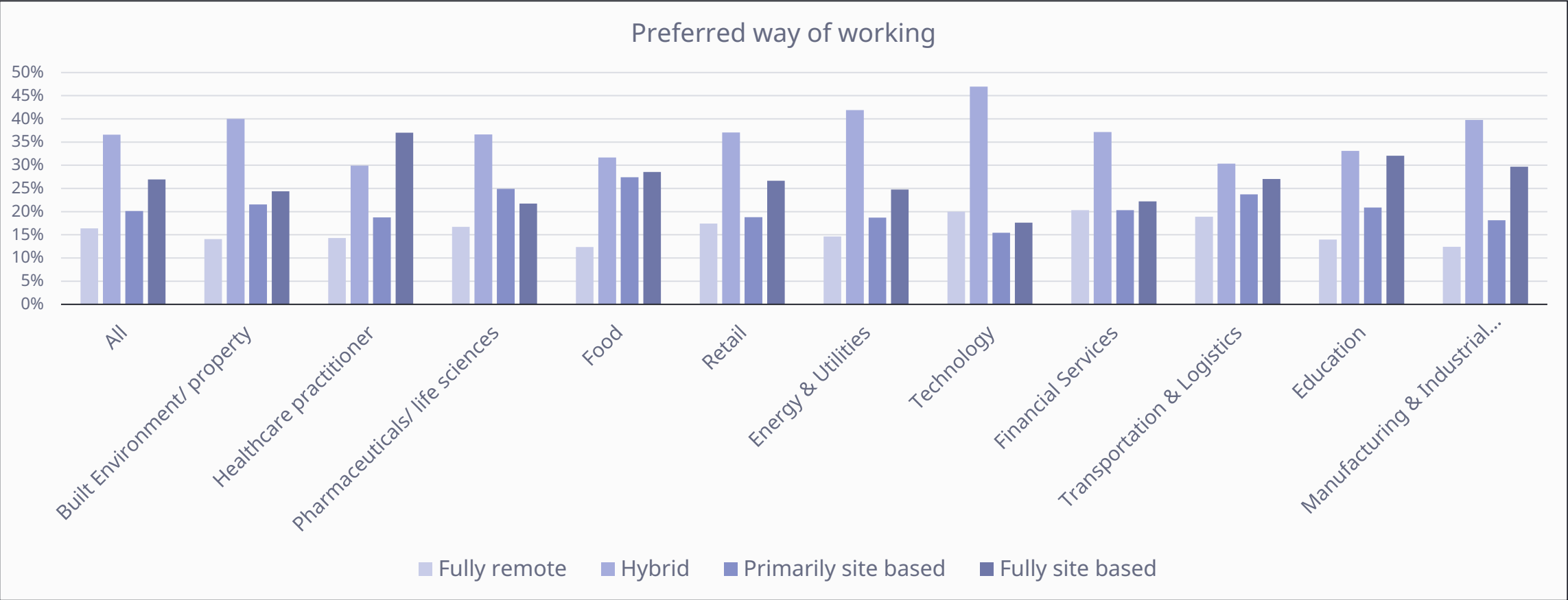


55%

say they are able to exercise more frequently when working remotely or in a hybrid structure

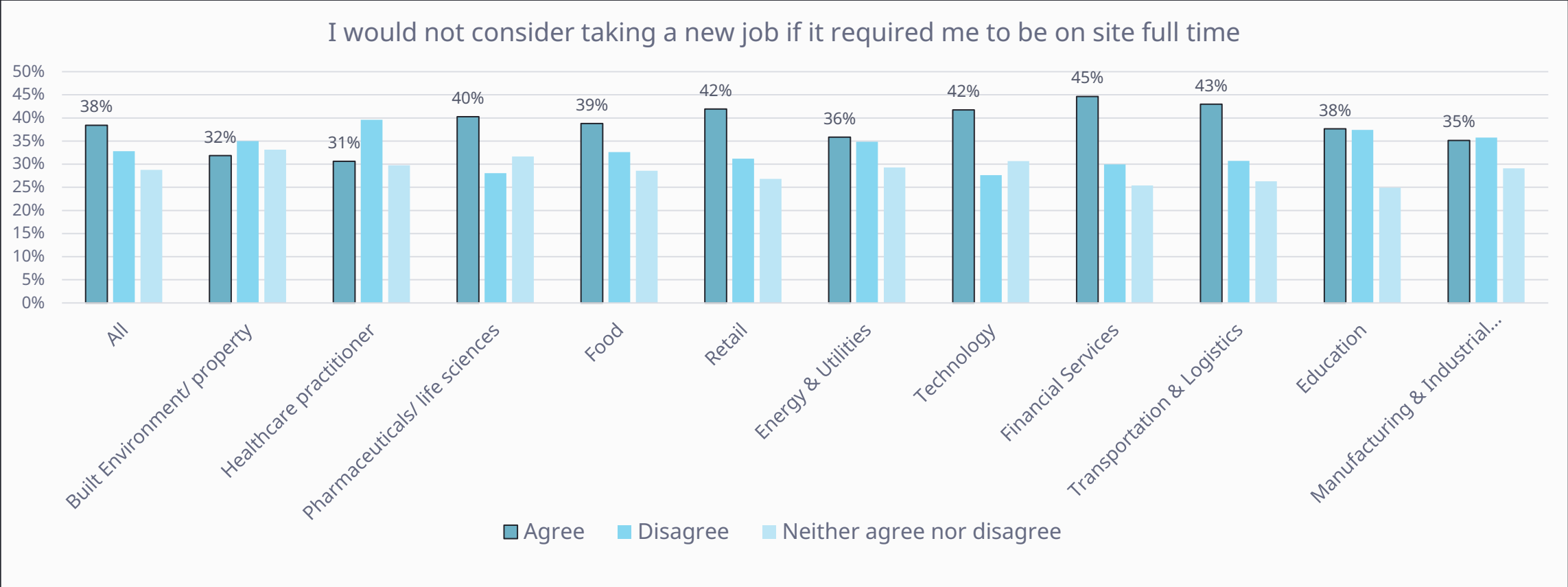
Sector comparisons

Technology sees the highest proportion preferring hybrid work (47%), falling to 30% for those in healthcare.



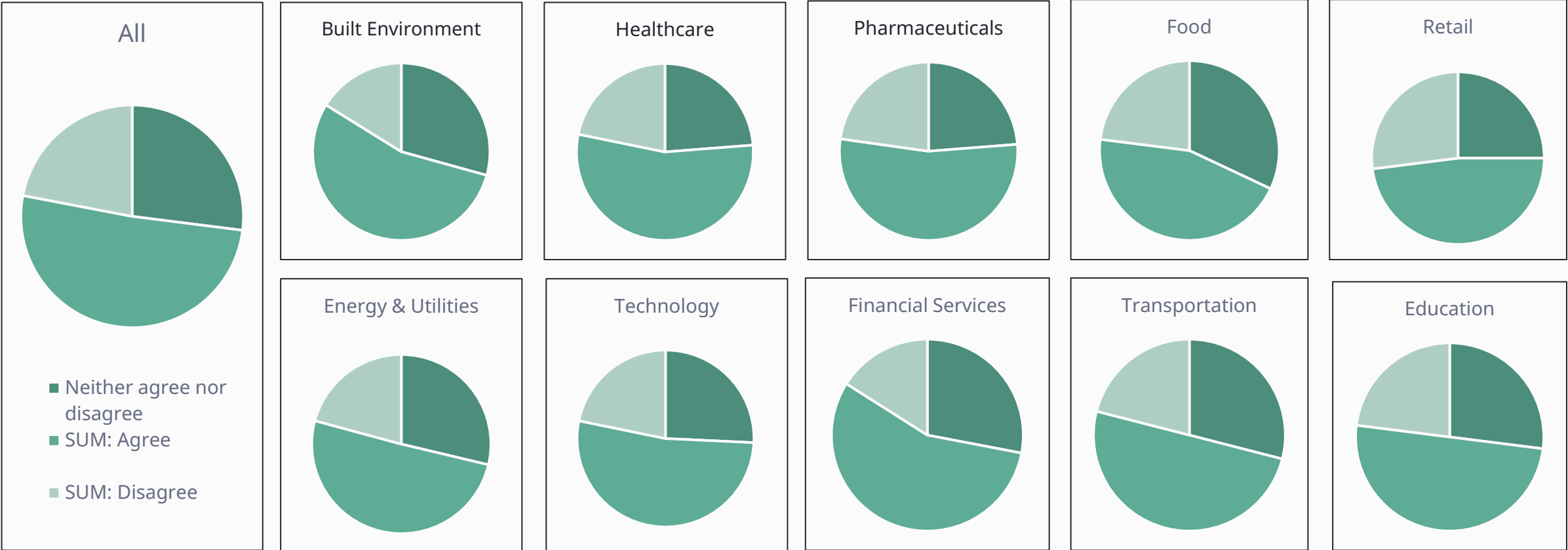
Sector comparisons

45% of those in Financial Services say they would not consider a new job requiring full time presence onsite, compared to 32% in the built environment



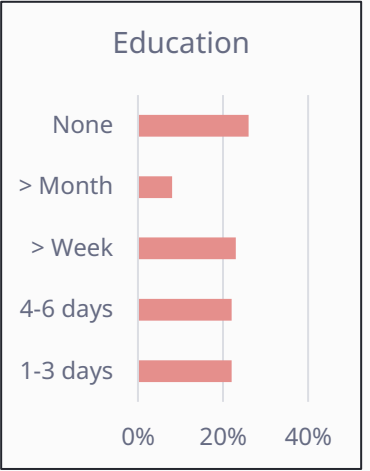
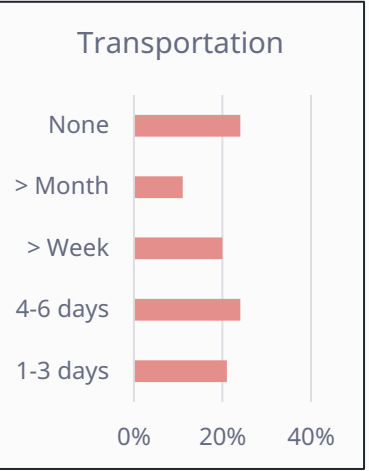
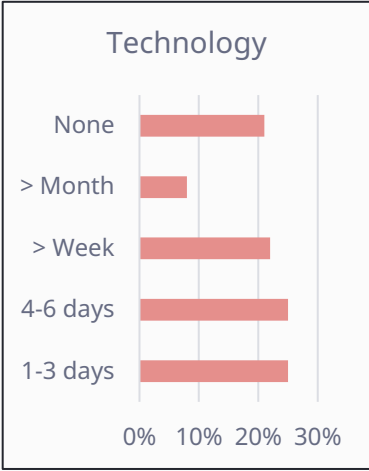
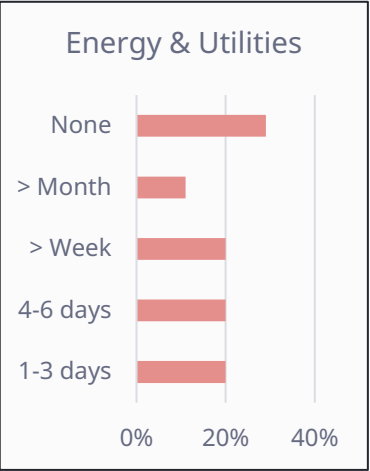
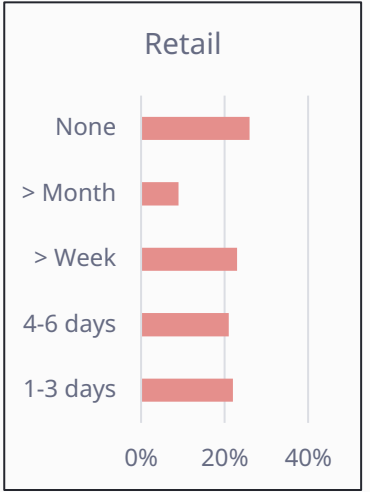
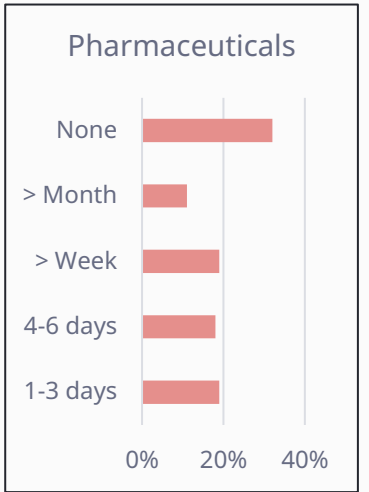
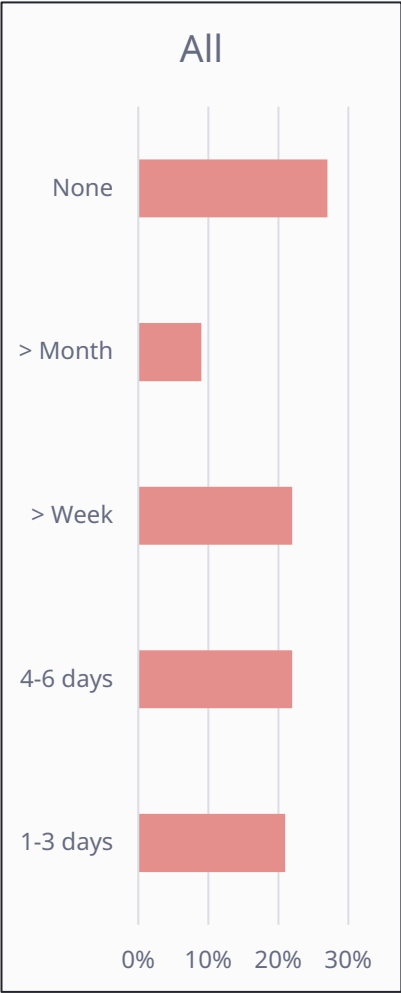
Sector comparisons

I expect to stay in the same career for the next ten years



Sector comparisons

Days officially taken off due to illness or mental health challenges in the last year





Find out more [here](#)

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