

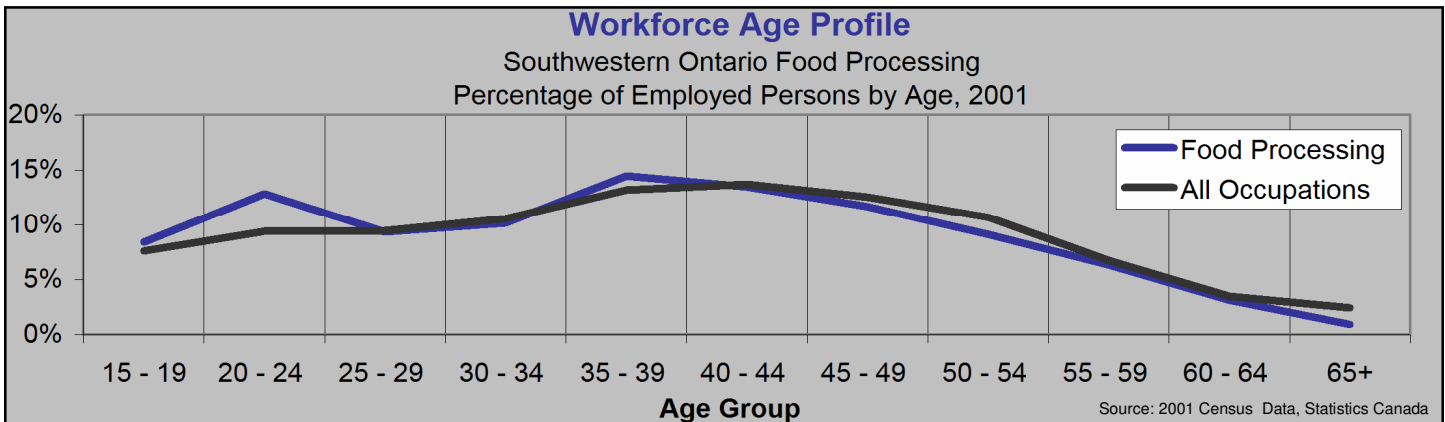
Workforce Focus

From the South Western Ontario Industry Education Council

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- Education levels



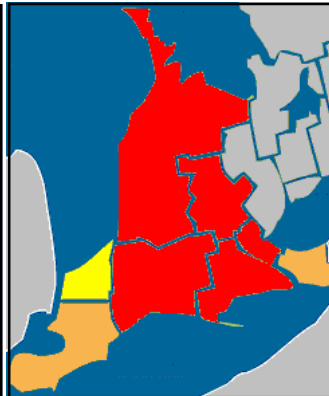
The food processing workforce distinguishes itself from the overall workforce with its greater share of workers age 20-24.

Top Training Needs

Ranked by food processing employers

1. Food safety
2. Workplace health & safety
3. Supervisor training
4. Machine operator
5. Industry orientation
6. Interpersonal Skills
7. English
8. Computer training

Source: Alliance of Ontario Food Processors, 2005



Concentration By Region:

Food processing's regional share of employment compared to the provincial average

- High
- Medium
- Low

Source: 2001 Census Data, Statistics Canada

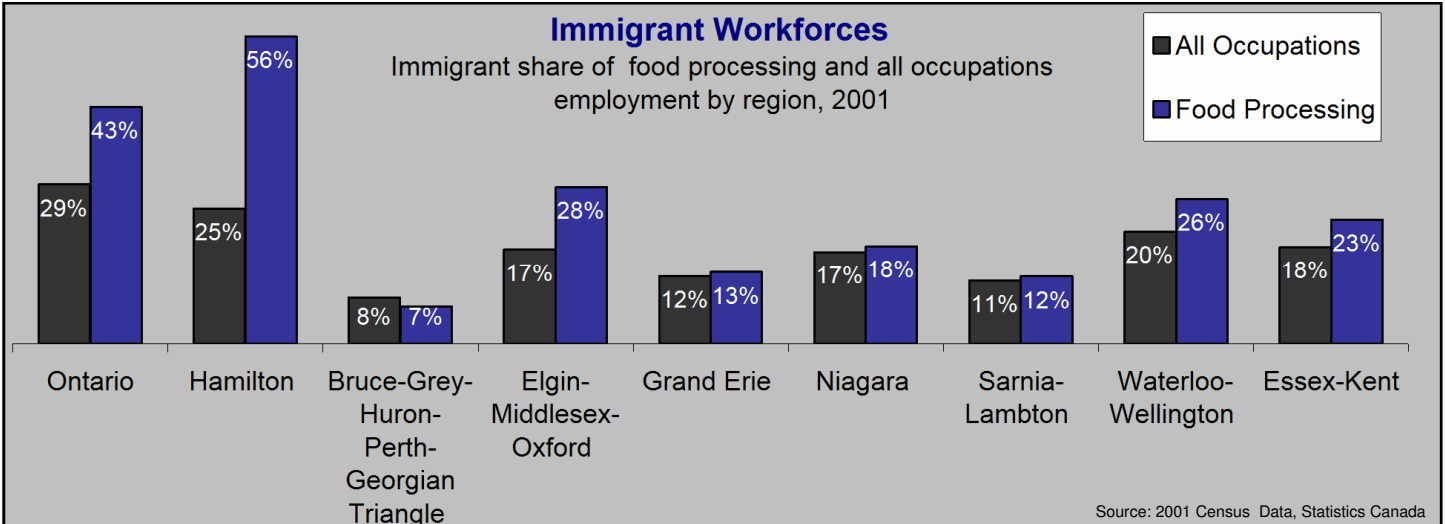
Looming Shortages

Grain and oilseed milling, and sugar and confectionery, have much older workforces than other food sectors and can expect to feel the impact of labour shortages earlier. Current worker shortages in meat and baking, two of the most labour intensive sectors, may worsen and spread to other sub-sectors.

Source: Alliance of Ontario Food Processors, 2005

Immigrant Workforces

Immigrant share of food processing and all occupations employment by region, 2001



In nearly all Southwestern Ontario regions, an above average share of food processing workers are immigrants.



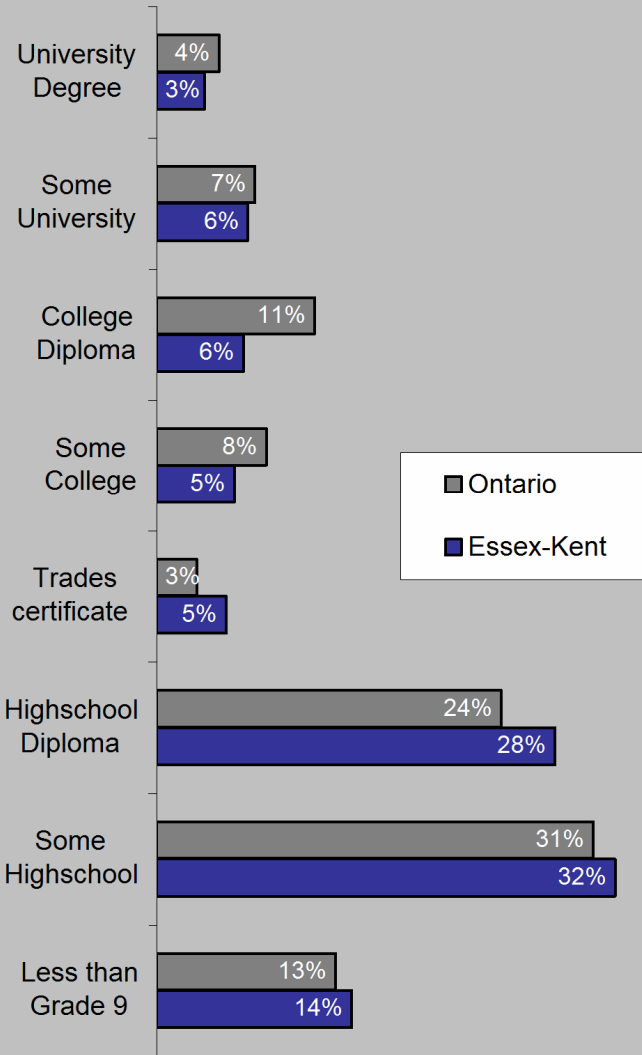
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Workforce Focus is an original publication of the Elgin, Middlesex, Oxford Local Training Board

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Educational Attainments

Food Processing Labourers, Operators and Butchers
Essex-Kent and Ontario, 2001

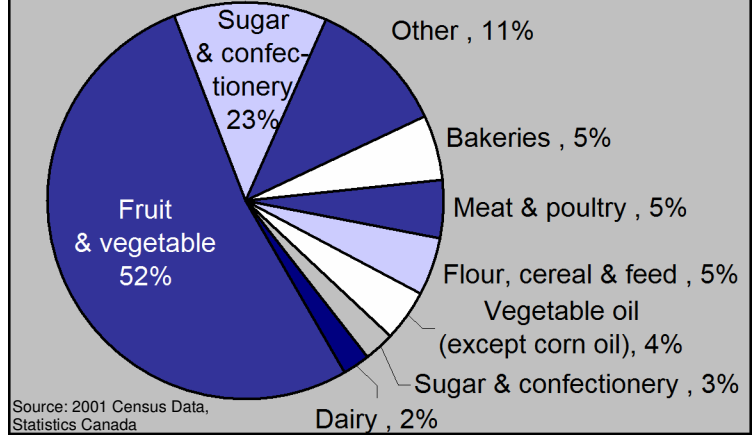


Source: 2001 Census Data, Statistics Canada

Local food processing labourers, operators, and butchers lag their provincial counterparts in terms of college level training.

Sector Composition

Food Processing
Essex-Kent, 2001

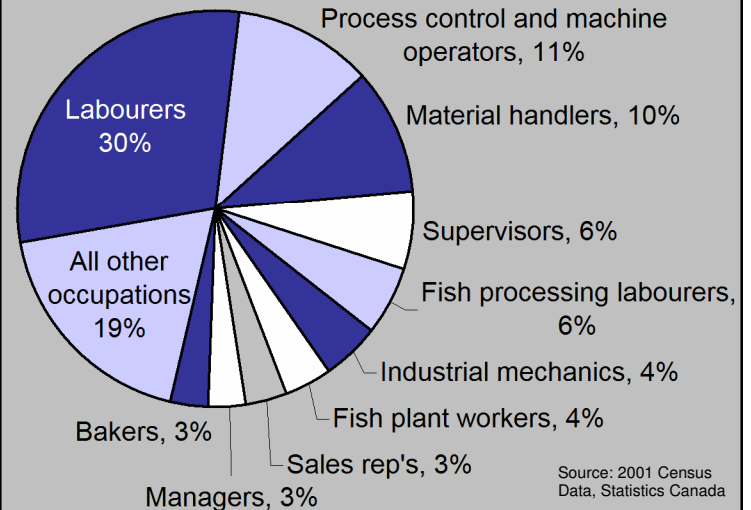


Source: 2001 Census Data, Statistics Canada

Fruit and vegetable processing leads local sector employment.

Occupational Composition

Food Processing
Essex-Kent, 2001



Source: 2001 Census Data, Statistics Canada

Labourers and process control and machine operators are the most numerous positions within local food processing.

Top Recruitment Methods and Challenges

Ranked by food processing employers

Methods

1. Bringing most new hires in at an entry level job
2. Filling higher level jobs through internal promotion
3. Participating in student job fairs
4. Participating in school work-placement programs
5. Participating in career day programs for students
6. Targeting immigrants for recruitment
7. Participating in school co-op programs
8. Participating in programs for disadvantaged workers

Challenges

1. Not enough qualified workers available
2. Jobs are not attractive to new workers
3. Young workers have poor work ethic
4. Not enough workers available
5. Nature of business forces short-term HR planning
6. Difficult working conditions discourages applicants
7. Company's wages are not competitive
8. Lack of internal promotional opportunities

Source: Alliance of Ontario Food Processors, 2005

**EMPLOYMENT
ONTARIO**

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ON THE WEB AT WWW.SWOIEC.COM



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