

BELMONT FOOD GROUP

Challenging the Conversation for Food Safety Leadership

Our greatest challenge in food safety today isn't what we expected it to be.

The labour and skills shortage are our greatest risk.

Food Safety Leaders need solutions.



OFPA
ONTARIO FOOD PROTECTION ASSOCIATION

2022 SPRING TECHNICAL MEETING & CLIVE KINGSBURY POSTER COMPETITION

» Register Now

📍 CENTENNIAL EVENT CENTRE
📅 APRIL 14TH, 2022
🕒 7:00AM - 4:10PM

VIRTUAL ATTENDANCE ALSO AVAILABLE



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The high turn over and difficulty to attract, hire and retain people in the food industry- resulting in reliability concerns in food safety training, onboarding.
The result is that food safety system reliability- is at risk.

My call out to you is to meet the challenge as leaders to find solutions to this...

And I offer you, perhaps some suggestions on correcting that.



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SUCCEEDING AT WORK
EMPLOYER STREAM
COMPREHENSIVE SKILLS DEVELOPMENT FOR THE
FOOD + BEVERAGE MANUFACTURING INDUSTRY



NEWS RELEASE

Governments Helping Workers Start Careers in the Agri-food Sector

Canada and Ontario investing \$4 million in new pilot projects to address food processing labour shortages



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Food Processing Skills Canada

SAW “Succeeding At Work”

Food Processing skills Institute

Job Descriptions

<https://fpssc-ctac.com/succeeding-at-work/>

Meat and Poultry Ontario:

Industrial Workforce Advisory Table

Meat Center of Excellence

<https://www.meatpoultryon.ca/>

Food and Beverage Ontario :

Taste Your Future

Careers Now!

<https://foodandbeverageontario.ca/taste-your-future/>

<https://foodandbeverageontario.ca/careersnow/>

Agricultural Adaptation Council

“Ontario Agri-Careers Support Initiative”

<https://adaptcouncil.org/program/oacsi>



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Food and Beverage Canada

“Food and beverage, Canada’s largest manufacturing employer, with almost 300,000 workers, is reporting vacancies of 25% and more across all company sizes, products, and regions.”

"Food and beverage manufacturing is currently facing a destabilizing labour crisis. Today, on average, food plants are reporting structural vacancy rates of over 20%. Sometimes as high as 30%."

Kathleen Sullivan, [@FoodBevCanada](#)



Canada's food system strained after months of federal government inaction on crippling labour shortage.

Without the immediate implementation of an Emergency Foreign Worker Program, Canada's 2022 growing and processing year will be compromised.

Food and beverage, Canada's largest manufacturing employer, with almost 300,000 workers, is reporting vacancies of 25% and more across all company sizes, products, and regions. Over 90% of Canada's food and beverage manufacturers are small and mid-sized businesses.

A shortage of labour in the food and beverage manufacturing sector impacts the entire supply chain – from producers unable to sell their products, to retailers unable to fill their shelves, to Canadians paying more for their meals.

This labour shortage will directly impact domestic food security, food affordability, and animal welfare. For Canadians, this means less choice in the grocery store, fewer domestic and local products, and fewer employment opportunities in many communities.

Eleven food and beverage manufacturing associations representing products from meat to bread, seafood to produce, as well as provincial food and beverage associations across the country are working to solve this problem. Three months ago, we presented the government with a proposal for an Emergency Foreign Worker Program.

Canadians are depending on government action to protect our food system and support our food workers. We are asking for the immediate implementation of the Emergency Foreign Worker Program.

The time to act is now.



Fisheries Council of Canada
Conseil Canadien des Pêches

Food and Beverage Canada



Aliments et boissons Canada



CONSEIL DE LA TRANSFORMATION ALIMENTAIRE DU QUÉBEC



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Food safety risk on process design can be controlled.

Food safety risk on process operation is vulnerable when reliability is impacted by retention



Leadbetter's



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Risks Originate Through Cascading System Breakdowns:

Availability of Talent: QA / Food safety specialists shortage

Availability of Labour: Stressed systems due to shortage.

Capacity to Train: Turn Over drains training capacity.

Training Quality: Rushed Training due to frequency

Training Retention: Lowered expectations

FS System Reliability: Faulters



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Worsened by the pandemic

Our changing workplace landscape has changed as a result of the pandemic, -not from a perspective of the disease or prevention itself but rather the bigger crisis in labour...

Hard to find, hire and retain people- the increased turn over impacts us all on training- reliability and risks to food safety are real – the societal shifts from different areas are contributing to Turn over.



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Recruitment Challenges:

Difficult to find

Competition for same limited pool of people



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Candidates

Evasive- people struggle with commitment or change

Societal Priorities changed



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Departing the workforce:

23% of the workforce is about to retire over the next 5 years- that loss of experience is going to be significant .

And its started.



The great resignation

I'm quitting to pursue my dream of not working here.



People are looking towards a simpler life – with all the changes in society, turn over is significantly higher.

Patience and compliance has impacted decisions on lifestyle as a result global events

Emotional decisions for a better life style are making retention more challenging.



Keeping Food Safe

Food Safety and Labour Shortages – Priorities for Leaders



- 1 Accelerate upskilling and reskilling employees
- 2 Redesign workplace learning with no loss in production or operations
- 3 Rethink recruitment and retention in a tough labour market

PRIORITIES for LEADERS



Food Processing Skills Canada



PROFESSIONALIZING the Food & Beverage Manufacturing Industry



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NATIONAL OCCUPATIONAL STANDARDS (NOS):

ENCOMPASS THE KNOWLEDGE AND SKILL REQUIREMENTS FOR AN OCCUPATION

- ALLOW EMPLOYEES TO GET A GOOD UNDERSTANDING OF WHAT THEY NEED TO KNOW FOR THEIR JOB, AND WHAT IT TAKES TO SUCCEED IN A PARTICULAR OCCUPATION.
- IS A VALUABLE RESOURCE FOR FOOD PROCESSING EMPLOYERS AND EMPLOYEES.
- ASSISTS IN TRAINING DEVELOPMENT.
- ASSISTS IN THE DEVELOPMENT OF CERTIFICATION OR ACCREDITATION PROGRAMS.



NATIONAL OCCUPATIONAL STANDARD DEVELOPMENT

FOR

QUALITY ASSURANCE MANAGER



FOR MORE INFORMATION, REACH OUT TO:



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Sr. Project Manager



tbdusza@fpssc-ctac.com



1-877-963-7472



<https://fpssc-ctac.com>

WE ARE LOOKING FOR 15 REPRESENTATIVES NATIONALLY ACROSS THE FOLLOWING:

SECTORS & SUB-SECTORS:



Meat & Poultry



Dairy



Sugar & Confectionary



Other Foods



Grain & Oilseed



Animal Food



Fruit & Vegetable



Cannabis



Bakery



Seafood



Beverage

PROVINCES:



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Skills Improved as a Result of Participating in Succeeding at Work (SAW)

SELF-CONFIDENCE

85%



TIME MANAGEMENT

82%



READING SKILLS

81%



WRITING SKILLS

78%



DOCUMENT USE

78%



WORKING WITH NUMBERS

59%



COMPUTER SKILLS

59%



USED LEARNED SKILLS ON THE JOB

98%



HOW HAPPY ARE YOU WITH WHAT YOU HAVE LEARNED IN THE SAW PROGRAM? HAPPY/VERY HAPPY 100%

Succeeding at Work Participant Survey Results – DPM Research 2020-2021

This project is funded by the Government of Canada's Labour Market Partnerships Support Measure National Essential Skills Initiatives Program

Food Processing Skills Canada Premier Program <http://succeedingatwork.ca>




Responding to Leader Priorities

- How the SAW Employer Stream Program meets industry needs.




Accelerate Upskilling and Reskilling Employees

Providing on-demand, self-led learning leads to a continuous learning workplace. Adding education in six+ languages for newcomers accelerates learning for food safety success.



Redesign Workplace Learning with No Loss in Production or Operations

The SAW team works with employers to create a continuous learning environment without any operational disruption. By focusing on developing employees with critical thinking skills, operational changes become more efficient and easily managed.



Rethink Recruitment and Retention in a Tough Labour Market

Reskilling and upskilling by providing education and nationally recognized certificates professionalizes our industry and your workforce. Today's workforce wants more. Education is a sought-after benefit that will strengthen your business



Good Idea

GOOD BUSINESS





WIN-WIN for Industry

Succeeding at Work offers a solution to both attract, educate and retain an engaged and resilient workforce with two fully funded workforce training models.



JOB SEEKER STREAM

Creating a sustainable pool of job ready candidates for food & beverage manufacturers.



EMPLOYER STREAM

Training & upskilling new hires, recent hires and existing workers with no loss in production.



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Advisory Board of 12 Meat Company Business Leaders With MPO and Purpose Teams

UPSKILLING CHALLENGES

- Studied what business currently doing to address upskilling of existing workers.
- Captured barriers and challenges to upskilling.
- Catalogue upskilling problems in our industry to help drive solutions

ENGAGEMENT, MOTIVATION AND RETENTION CHALLENGES

- Identified what business currently doing to increase engagement, motivation, and retention.
- Inventoried barrier or challenge to increase engagement, motivation, and retention.
- Listed the motivations, engagements and retention issues in our industry to drive practical solutions



Meat and Poultry Industry Workforce Advisory Table

purpose



**Meat &
Poultry**
ONTARIO



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Summary of Research Findings




- Few people are entering the industry due to low career awareness, limited educational opportunities, poor industry perception, and unclear or restrictive job descriptions.
- Turnovers are prevalent due to low wages and benefits, limited advancement opportunities and support, physically demanding work, and irregular work schedules.
- Most training is conducted in-house, and, in general, employers are not well resourced to conduct them. As a result, there is a shared demand for formal applied training tailored to the industry and can adapt to the learner's language and skill needs.
- Few employers have internal HR capacity or access to HR resources—those with HR support perform better with recruitment activities and exhibit higher retention levels.
- Geography can be a significant factor, limiting access to local talent pools (compounded by worker access to transportation and affordable housing).

Domestic Action Plan Elements

Industry Career Promotion



Create Education Partnerships



Provincial Recruitment Strategy



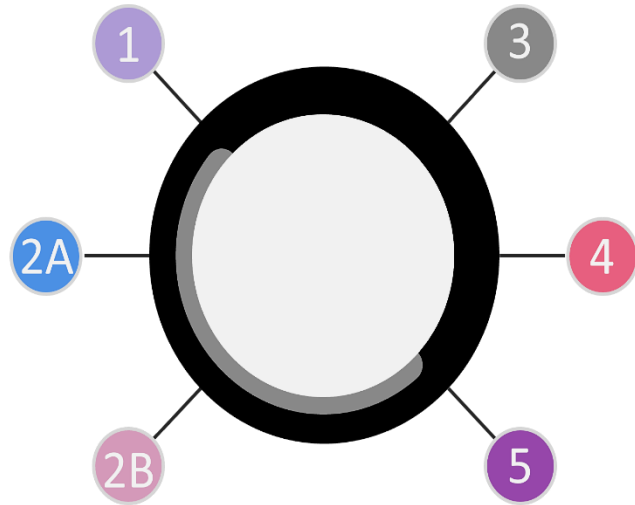
Enhance Employer Practices



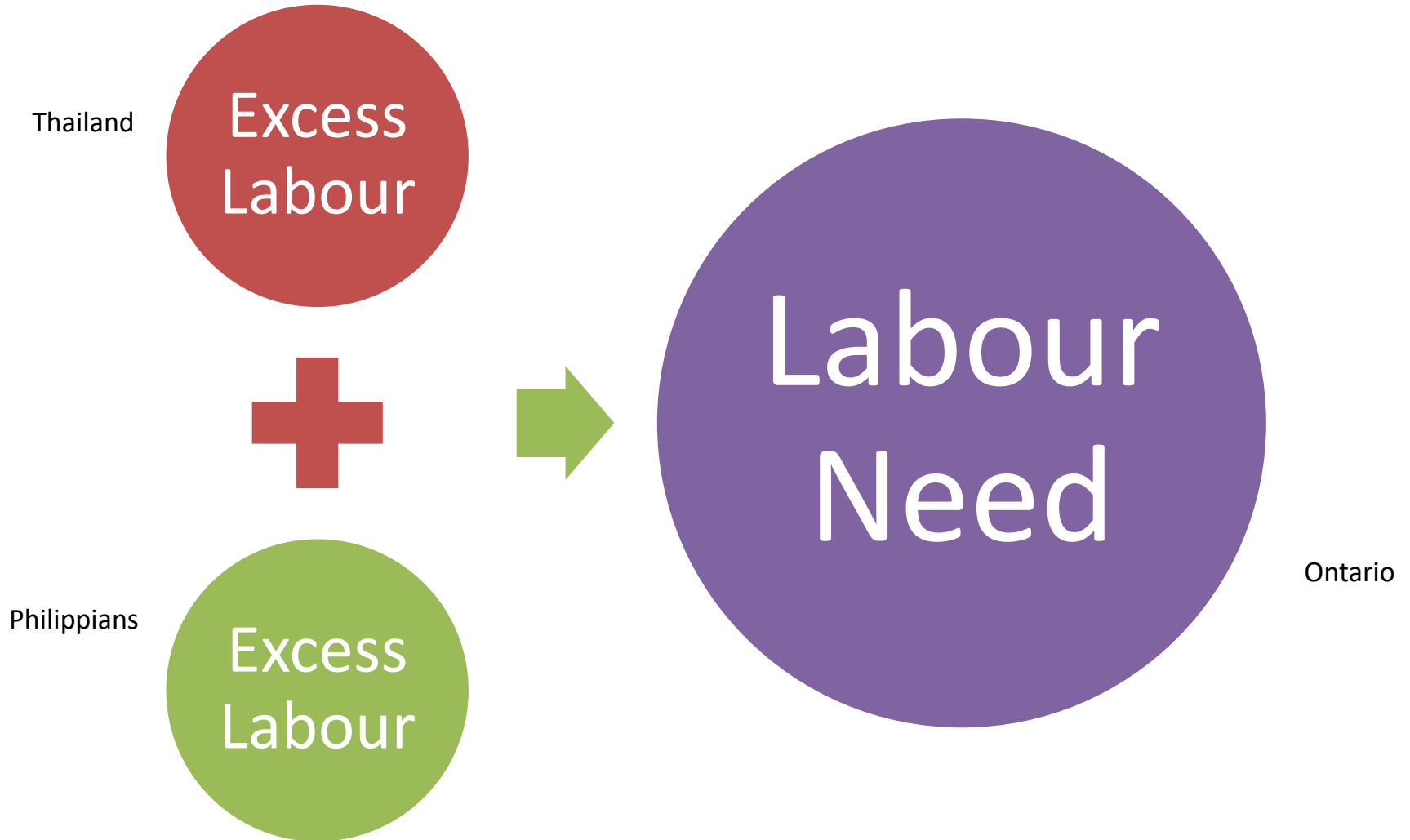
Local Recruitment + Training Pilot



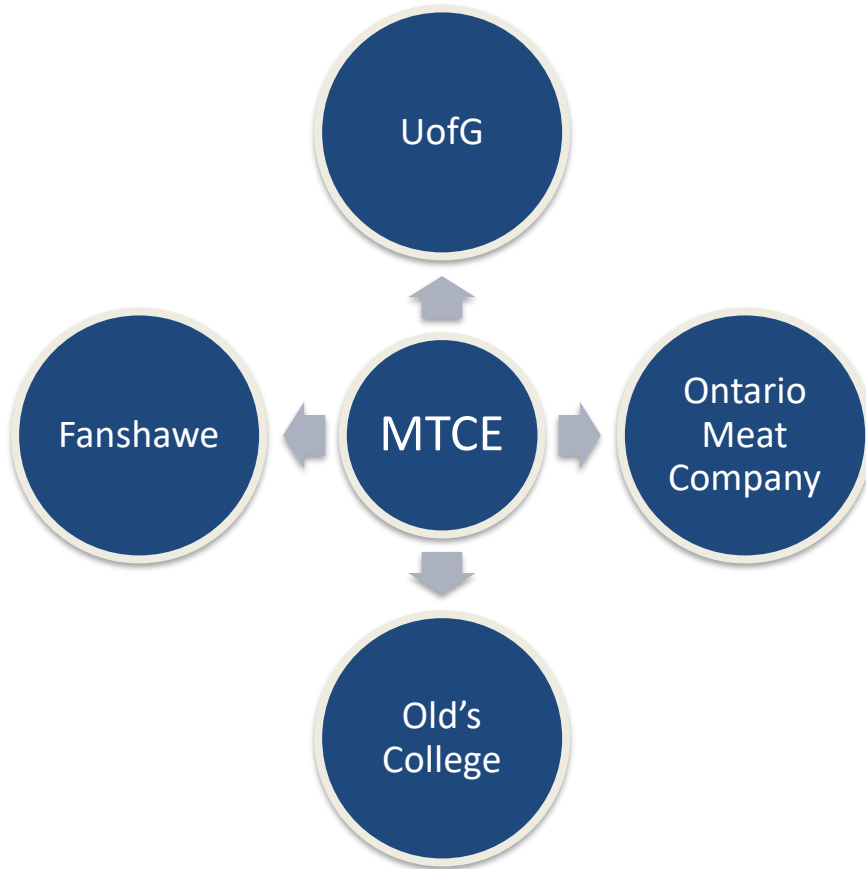
Industry-led Leadership Working Group



Labour Mobility



Meat-Tech Centre of Excellence



Centralized Marketing and Recruitment



Develop standards of certification



Provide space for developing innovation in meat and technology companies (Communtech Model)



Develop funding models (i.e. VCs) to accelerate growth of companies

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To connect with jobseekers and youth planning for their future careers

Supported by the Careers Now Council
57 Industry, education, government food professionals

A Comprehensive pathway to employment in food processing



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Careers Now! Workforce Stats

- Only 1 in 4 Canadians are familiar with the food and beverage processing industry AND only 1 in 6 say they would apply for a job if it was near them.
- The most striking results are found in the Generation Z (16 to 23 years of age) responses, whose top three choices are: standard health and dental coverage (appealing to 89%), free fresh foods, healthy drinks and snacks (87%), and comfortable and well-equipped lunch and break rooms (85%). These options are also significantly more appealing to women.
- Wording of plant vs factory: Overall, the least appealing word is “factory”, followed by “plant”, with the differences being significant. Close to half (44%) agree with the statement: “I would never work in a factory.” The proportion agreeing falls to 37% when the statement contains the word “plant”, and then to 28% when “workshop” is substituted.
- Over 67% of all respondents from all generations say it’s appealing to try different jobs within the organization.



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Careers Now! Workforce Stats



- Accounts for almost 1 in 5 of all manufacturing jobs, making it Canada's largest manufacturing sector.
- 280,000+ Canadians employed, across 5 generations
- The majority of workers in the industry are labourers (56%)
- 19.5% of all manufacturing jobs in Canada are in the food and beverage processing industry.
- Skilled Trades workers account for 10% of the total industry's workforce.
- 32,000 workers needed to maintain status quo in 2025
- 67% of Canadians want to stay with the same employer as long as they can.
- 24% of the workforce is aged between 55 and 64 and will be eligible for retirement within the next 10 years.
- The majority (63%) of the workforce is aged between 25 and 54.
- a. Alternate: 13% of the workforce is between the ages of 15- 24



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Careers Now! Workforce Stats



- Men make up 60% of the workforce
- 27% of the food and beverage processing industry is unionized
- Women make up a larger share of business finance and administration positions in comparison to men, 14% and 7% respectively.
- Indigenous People make up about 3% of the workforce, though they make up 11% of the seafood packaging and processing workforce
- Visible minorities account for just over one-quarter (28%) of the food and beverage processing workforce, slightly higher than the proportion working in the overall manufacturing sector (23%).
- The meat processing industry employs the largest number of visible minorities at 41%
- Canada will welcome more than 1.2 million newcomers between 2021 and 2023.



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Perceptions of Careers/Jobs 2015 versus 2018

Perceptions have not changed among parents. Among youth, perceptions may be more positive, particularly with respect to pay and benefits.

FOOD AND BEVERAGE PROCESSING

OTHER SECTORS

Aggregated data for construction, hospitality, retail, health care and financial services sectors



Youth
(5-7 on a 7-point scale)

	2015	2018
Good Working Conditions	27%	38%
Many Opportunities for Promotions	26%	37%
Good Quality of Jobs	16%	32%
Good Pay and Benefits	11%	29%

	2015	2018
Good Working Conditions	51%	50%
Many Opportunities for Promotions	50%	49%
Good Quality of Jobs	46%	50%
Good Pay and Benefits	54%	52%



Parents
(5-7 on a 7-point scale)

	2015	2018
Good Working Conditions	40%	33%
Many Opportunities for Promotions	30%	26%
Good Quality of Jobs	29%	26%
Good Pay and Benefits	26%	21%

	2015	2018
Good Working Conditions	51%	49%
Many Opportunities for Promotions	45%	44%
Good Quality of Jobs	48%	48%
Good Pay and Benefits	52%	51%



EMPLOYER RESOURCES

JOB FAIRS

WE BRING THE
JOBSEEKERS
AND YOU DO THE
INTERVIEWING.



**PLANT YOUR
ROOTS HERE
AND GROW**

**IF YOU
ALWAYS
Family First**

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[WORK PLACEMENT](#)

[CONTACT US](#)

STUDENT & JOBSEEKER MENTORSHIP

JOIN OUR TEAM OF
INDUSTRY MENTORS.



CAREERSNOW! EMPLOYER

CREATE AN ACCOUNT AND
ACCESS THOUSANDS OF
QUALIFIED JOBSEEKERS.



'JOB READY' SKILLS TRAINING

ACCESS FREE, ONLINE TRAINING
FOR YOUR NEW HIRES.



TALENT ATTRACTION AND FUTURE LEADERS

HIRE SKILLED STUDENTS AND ACCESS
WAGE SUBSIDIES FOR
WORK-INTEGRATED LEARNING
AT YOUR FACILITY.



CONNECTING WITH STUDENTS & JOBSEEKERS

LET US TELL YOUR COMPANY STORY WITH TASTE
YOUR FUTURE AND FRONTLINE FOOD FACTS.



CONTACT US

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CAREERSNOW!

STUDENT MENTORSHIP SESSION AGENDA

Welcome & Introductions

- Ontario's food and beverage manufacturing sector
- Food and Beverage Ontario's initiative — CareersNOW!
- Review areas of career focus

Industry Professional 1 Presentation

Industry Professional 2 Presentation

Industry Professional 3 Presentation

Facilitated Q&A

Closing Remarks

- Student & jobseeker resources and upcoming events
- Request to complete a post-session survey



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Ontario Agri-Careers Support Initiative (for Food Processors)

Agricultural Adaptation Council

Eligible Projects (Collaboration Projects - \$200k)

Pilot Projects that help address the ongoing staffing shortages for Ontario-based food processors including:

- addressing labour challenges based on employee needs for those specific business(es) at a community level
- providing critical data that may be specific to the food processing industry
- encouraging innovative solutions to the labour shortage

“Ontario Agri-Careers Support Initiative”

<https://adaptcouncil.org/program/oacsi>



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RECAP SOLUTIONS:

Food Processing Skills Canada

SAW “Succeeding At Work”

Food Processing skills Institute

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Thank You!!

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