

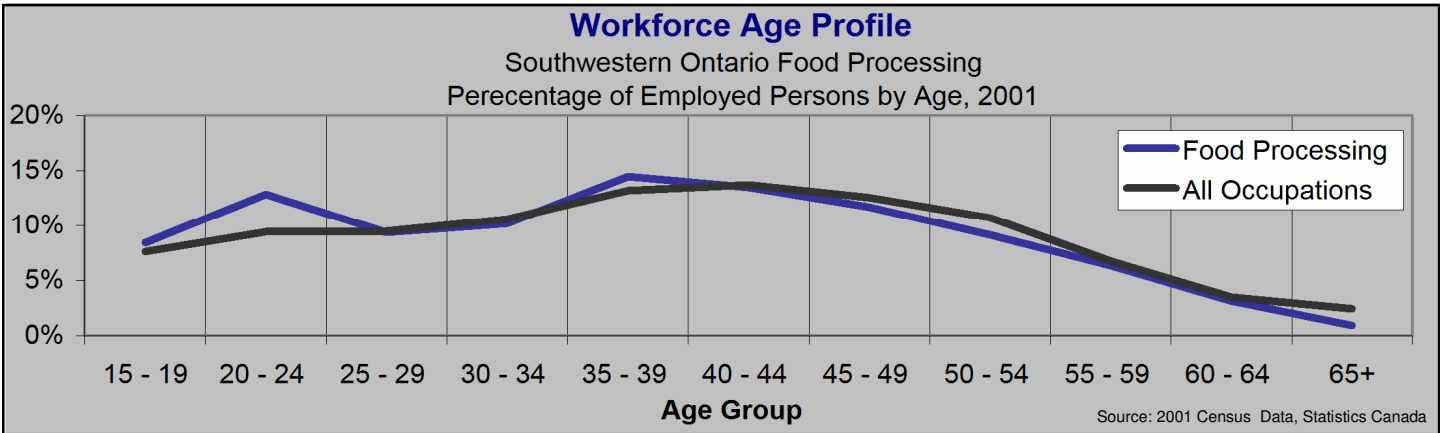
Workforce Focus

From the Sarnia Lambton Workforce Development Board

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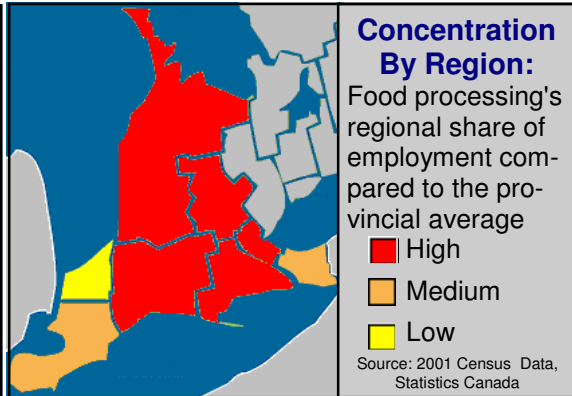
Food Processing

- Employment structure
- Demographic profile
- Education levels



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

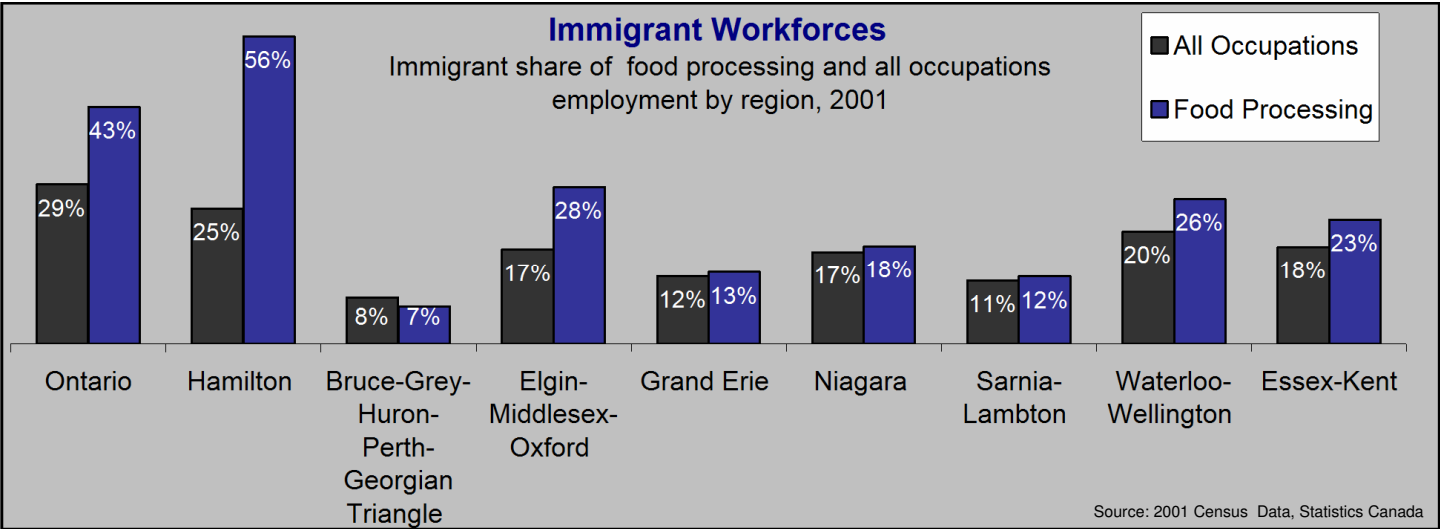
- ### Top Training Needs
- Ranked by food processing employers
1. Food safety
 2. Workplace health & safety
 3. Supervisor training
 4. Machine operator
 5. Industry orientation
 6. Interpersonal Skills
 7. English
 8. Computer training
- Source: Alliance of Ontario Food Processors, 2005



Looming Shortages

Grain and oilseed milling, and sugar and confectionery, have much older work forces 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



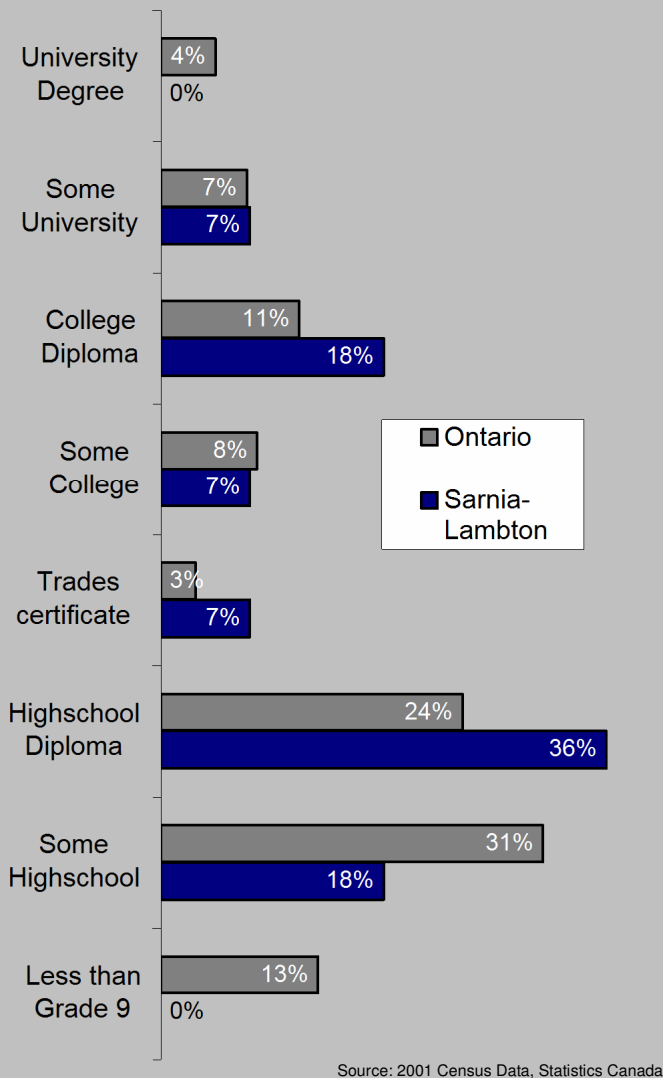
In nearly all Southwestern Ontario regions, an above average share of food processing workers are immigrants.



For more information contact The Sarnia Lambton Workforce Development Board at: 265 Front St. North Suite 504, Sarnia ON. N7T 7X1 (519) 332-0000

Educational Attainments

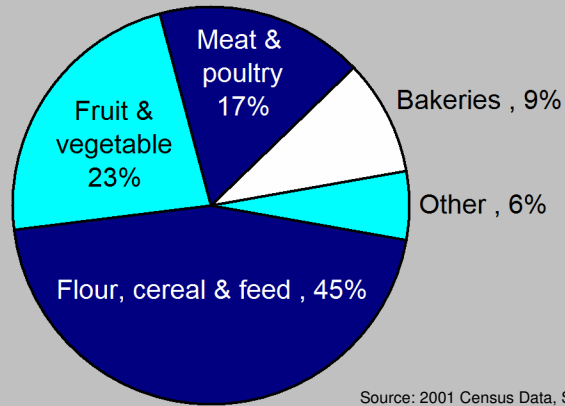
Food Processing Labourers, Operators and Butchers
Sarnia-Lambton and Ontario, 2001



Compared to the province, educational levels of local food processing labourers, operators, and butchers are more concentrated at the high school and college level.

Sector Composition

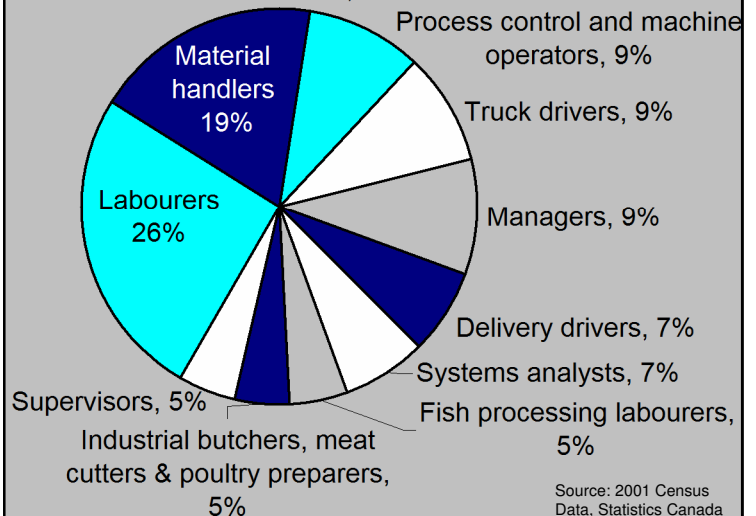
Food Processing
Sarnia-Lambton, 2001



Flour, cereal & feed processing leads local employment.

Occupational Composition

Food Processing
Sarnia-Lambton, 2001



Labourers and material handlers 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**

SEE MORE LABOUR MARKET INFORMATION
ON THE WEB AT WWW.SLTB.ORG



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