

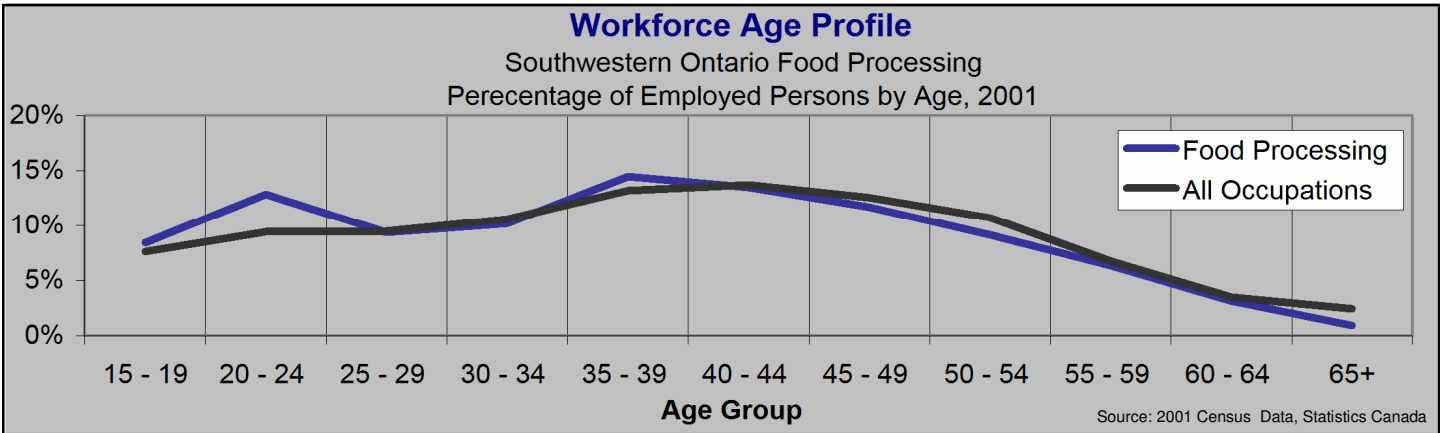
Workforce Focus

From the Hamilton Training Advisory Board

In this Issue:

Food Processing

- Employment structure
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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

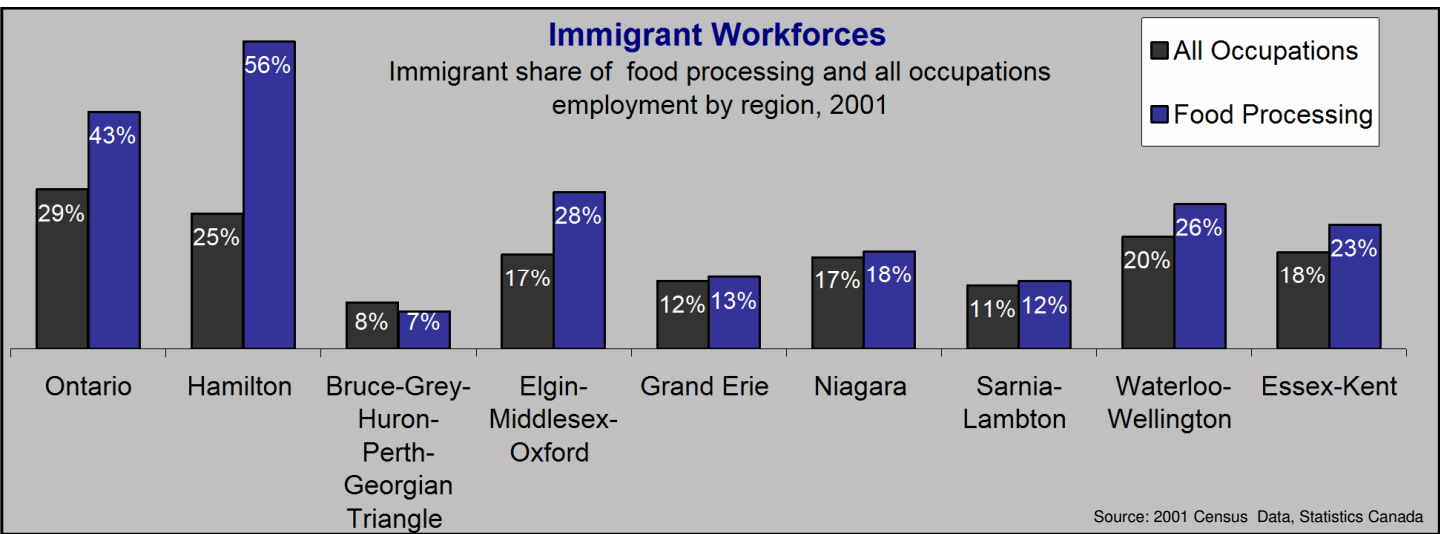
- High (Red)
- Medium (Orange)
- Low (Yellow)

Source: 2001 Census Data, Statistics Canada

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.



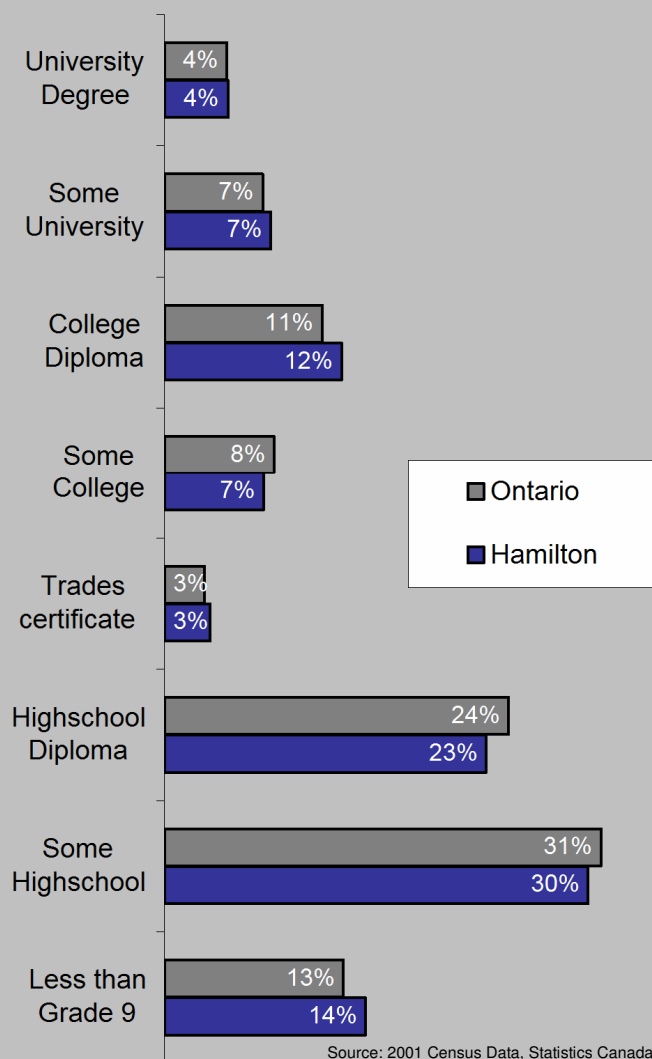
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Educational Attainments

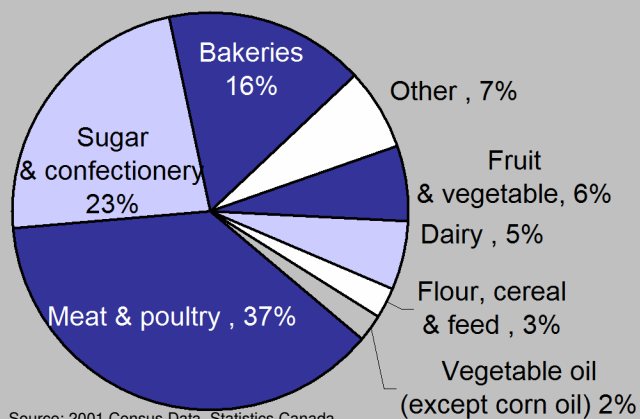
Food Processing Labourers, Operators and Butchers
Hamilton and Ontario, 2001



Local food processing labourers, operators, and butchers compare closely to their provincial counterparts in terms of educational attainments.

Sector Composition

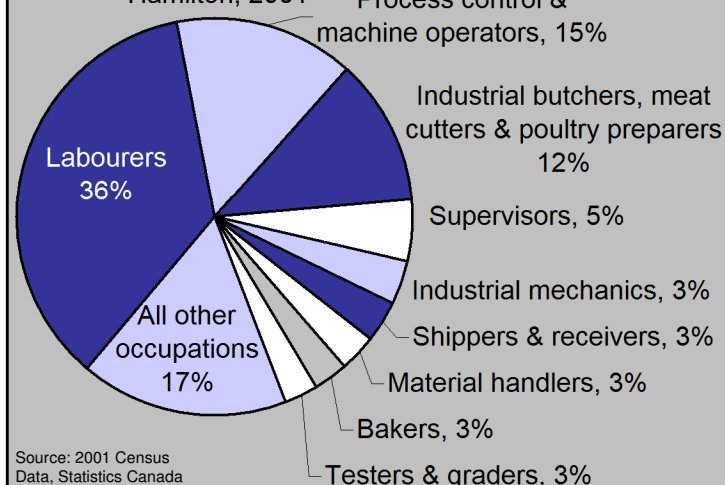
Food Processing
Hamilton, 2001



Meat and poultry processing leads local sector employment.

Occupational Composition

Food Processing
Hamilton, 2001



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.HTAB.CA



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