CAREERSNOW!

ADVISORY COUNCIL MEETING

June 24, 2021, 1:00 pm – 2:30 pm

FOOD AND BEVERAGE ONTARIO

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AGENDA

Welcome & Introductions

- Chris Conway, CEO Food and Beverage Ontario

CareersNOW! Presentations

- Isabel Dopta, Food and Beverage Ontario
- Mark Patterson, Magnet
- Bill Doern, Anamorphiq
- Jennefer Griffith, Food Processing Skills Canada
- Nicole Gallace, FoodGrads

Facilitated Breakout Sessions

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CAREERSNOW! PARTNERS

Mark Patterson, Executive Director, Magnet
Franco Naccarato, Executive Director, Meat & Poultry Ontario
Laurie Nicol, Meat & Poultry Ontario
Louie DiPalma, VP Programs, Ontario Chamber of Commerce
Jennefer Griffith, Executive Director, Food Processing Skills Canada
Colleen Myronyk & Carrie Steele, University of Guelph Experiential Learning Hub
Jean-Pierre Giroux, President, EMC Canada
Leah Nacua, Field Service Advisor, EMC Canada
Carla Ventin, Sr. VP Government Relations, Food, Health & Consumer Products of Canada
Anthony Fuchs, Director Corporate Communications, Food, Health & Consumer of Products
Nicole Gallace, FoodGrads

FoodGrads.com

Meat & Poultry ONTARIO

FOOD, HEALTH & CONSUMER PRODUCTS OF CANADA FHCP

PRODUITS ALIMENTAIRES, DE SANTÉ ET DE CONSOMMATION DU CANADA PASC

FPSC CTAC FOOD PROCESSING SKILLS CANADA COMPÉTENCES TRANSFORMATION ALIMENTAIRE CANADA

UNIVERSITY of GUELPH EXPERIENTIAL LEARNING HUB CO-OPERATIVE EDUCATION

EXCELLENCE IN MANUFACTURING CONSORTIUM

MAGNET

ontario chamber of commerce

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ADVISORY COUNCIL INDUSTRY MEMBERS

Garvin Maharaj, Director of Quality Assurance, ItalPasta

Stephanie Cass, Institutional Affairs, PR and Corporate Communications, Ferrero Canada

Vanessa White, Chief Human Resources Officer, Maple Lodge Farms

Phillipe Murphy-Rheaume, Manager, Government Relations and Sustainability, Bimbo Canada

Kerry Towle VP, Industry and Government Relations, Sofina Foods

Nadia Theodore, Senior VP, Global Government and Industry Relations, Maple Leaf Foods

Calyx Rose, HR, Bonduelle Americas

Pauline Zwiers, VP, Human Resources, Conestoga Meats

Melissa Braithwaite, Chief People Officer, Mama Earth Organics

Doug Alexander, Vice President Technical Services, Belmont Food Group

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ADVISORY COUNCIL INDUSTRY MEMBERS

Francis Lo, Co-Founder and Sales Director, Yoso

Will Spencer, Owner, rND Bakery

Judy Hatt, Head of HR, Truss Beverages

Elissa Gould, Director, Human Resources, Diamond Estates Wines & Spirits

Neela Gomes, Sr. Director HR, Cardinal Meats

Norm Beal, Owner, Peninsula Ridge Estates Winery

Ridhima Phukan, Associate Product Developer, Danone

Jose Medina, Greg Agnew, The Original Cakerie

Dina Zaki, Employee Experience Specialist, Cargill

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ADVISORY COUNCIL EDUCATION MEMBERS

Suzanne Caskie, Chair, Food and Tourism Studies, School of Hospitality, Tourism and Culinary Arts, Centennial College

Susan Tosh, Director, School of Nutrition Sciences, University of Ottawa

Valerie Preston, Career Development & Relationship Manager, Engineering & Coop Services, McMaster

Margaret Johnston, Business Developer & Career Action, University of Waterloo

Emily Burgess, Marketing Business Developer, University of Waterloo

Marla Robinson, Special Project Academic Coordinator, Mohawk College

ADVISORY COUNCIL EDUCATION MEMBERS

Jacquie Latham, Ontario Native Education Counsellors Association

Nicole Trotter-Williams, Past President, Ontario School Counsellors Association

Amy Proulx, Professor, Culinary Innovation and Food Technology, Niagara College

Craig Youdale, Dean, Canadian Food and Wine Institute, Niagara College

Cory Haskins, Academic Chair, School of Hospitality and Tourism, Algonquin College

Patricia Mason, Science Internship & Career Service, Western University

Jeff Leal, Fleming College

Troy Spicer, Professor, Professional Butchery, Techniques Certificate Program, School of Tourism, Hospitality and Culinary Arts, Fanshawe College

ADVISORY COUNCIL ASSOCIATION MEMBERS

Christina Lewis, President, Ontario Dairy Council

Mary Beth Holmes, Marketing & Communications, Ontario Dairy Council

Chris Nash, Executive Director, Canadian Pet Food Association

Richard Linley, President, Ontario Craft Wineries

Taylor Selig, Executive Director, AgScape

Jim Lisser, Executive Director, Drinks Ontario

Shahina Suleman, PTP Adult Learning and Employment Program - Elevate

Craig White, Education Specialist, Professional Learning, Let's Talk Science

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ADVISORY COUNCIL GOVERNMENT MEMBERS

Jonathan Woof, Employment and Training Consultant, Hamilton, Brantford and Niagara Area Ministry of Labour, Training and Skills Development

Christine Vukovic, Service Delivery Manager, Community Development, Hamilton-Brantford Niagara Area, Ministry of Labour Training and Skills Development

Charles Gervais, Employment and Training Consultant, Ministry of Labour, Training and Skills Development

Michael Wolfson, City of Toronto

CAREERSNOW!

Connecting job seekers with employers in Ontario's food and beverage processing industry.

CAREERSNOW

UP TO

25,000

JOBS AVAILABLE BY

2025

ONTARIO'S #1 MANUFACTURING SECTOR EMPLOYER

11 SUB-SECTORS

MEAT & POULTRY, BAKERIES & TORTILLAS, FRUIT & VEGETABLES, SEAFOOD, DAIRY, GRAIN & OILSEED, ANIMAL FOOD, BEVERAGE, SUGAR & CONFECTIONARY, OTHER FOODS, CANNABIS

FOOD AND BEVERAGE ONTARIO

125,000+

PEOPLE EMPLOYED IN ONTARIO'S FOOD & BEVERAGE PROCESSING SECTOR

CAREERSNOW

100 WORK INTEGRATED
LEARNING PLACEMENTS WITH EMPLOYERS
12 MENTORSHIP WORKSHOPS
FOR 120+ STUDENTS
12 JOB FAIRS
FOR 240 EMPLOYERS AND JOB SEEKERS
FREE SKILLS TRAINING FOR 300 JOB SEEKERS

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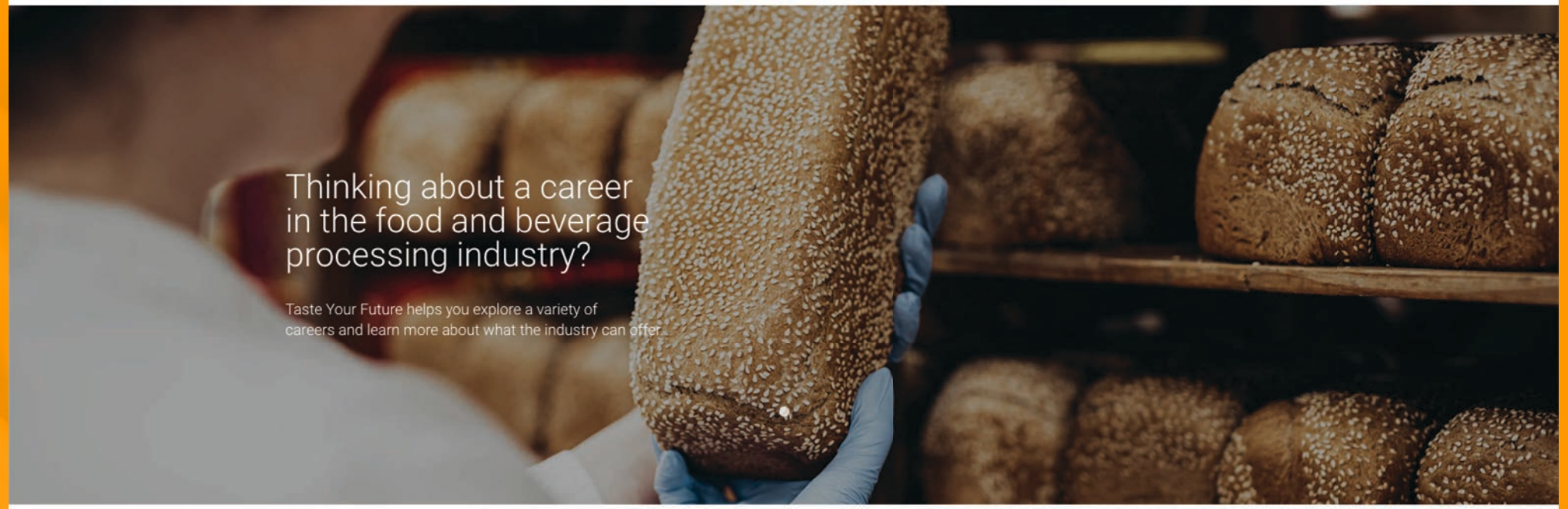
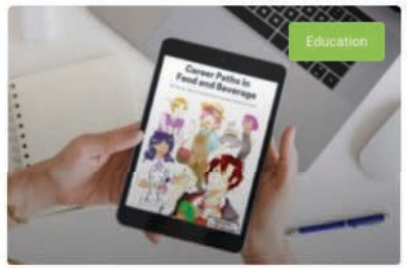
TASTE YOUR FUTURE

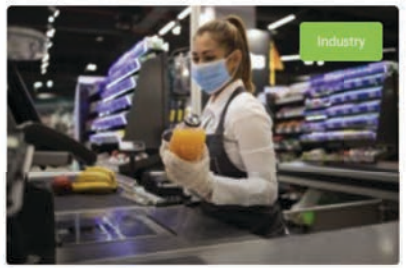
TASTE YOUR FUTURE

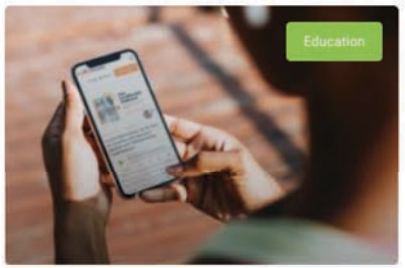
ABOUT THE INDUSTRY | ABOUT US | JOB PROFILES | RESOURCES | CAREERSNOW! | CONTACT



Welcome to Taste Your Future, an exciting program that provides resources and guidance to individuals looking for a fulfilling career in Ontario's food and beverage sector. Learn more about the industry and the diverse opportunities by exploring the articles below.







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FRONTLINE FOOD FACTS

FRONTLINE FOOD FACTS

ABOUT US | CAREERSNOW! | FRONTLINE STORIES | MEET FRONTLINE FOOD HEROES | EMPLOYER RESOURCES

Find your future as one of Ontario's frontline food workers!

There are almost 125,000 individuals employed in Ontario's food and beverage processing sector. In fact, we are the province's largest manufacturing sector employer!

Frontline Food Facts is a project started by Food and Beverage Ontario. It's here to help people like you find rewarding jobs at food and beverage companies across the province.

Hear stories directly from frontline food workers and see first-hand their commitment to keeping Ontario's families fed.

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ESSENTIAL SKILLS TRAINING

CareersNOW! has partnered with Food Processing Skills Canada to deliver an online skills training program for 300 jobseekers and new hires.

VIRTUAL WORKSHOPS & JOB FAIRS

CareersNOW! has partnered with FoodGrads to lead mentorship workshops for students and skills-specific job fairs for jobseekers.

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WORK INTEGRATED LEARNING & EMPLOYERS

The CareersNOW! Team will support employers in hiring college and university students for work terms and facilitating wage subsidies through the Student Work Placement Program.

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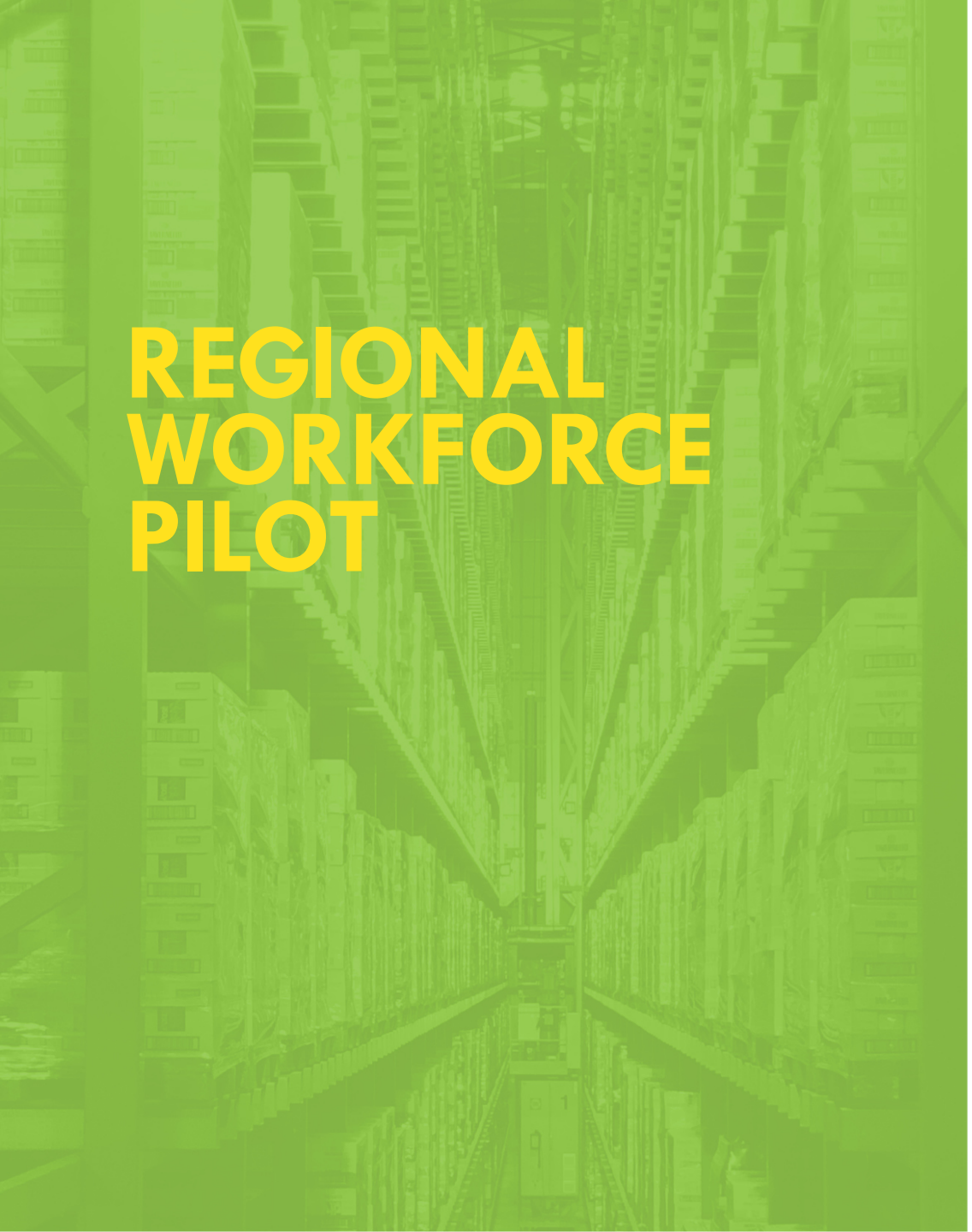

REGIONAL WORKFORCE PILOT

Food and Beverage Ontario will select a region in Ontario and work with **local employers, municipality representatives, educators, workforce boards** and **employment agencies** in developing an employment pipeline to fill immediate job vacancies.

The pilot will explore:

- local barriers i.e., daycare, public transportation
- opportunities i.e., local skills training, employment and newcomer associations, infrastructure supports
- potential for transferring the model to other regions

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FOOD AND BEVERAGE ONTARIO

FRONTLINE FOOD FACTS

TASTE YOUR FUTURE

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EMPLOYER & JOBSEEKER PORTALS

Mark Patterson, Executive Director, Magnet

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COMMUNICATIONS PLAN

Bill Doern, Anamorphiq

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OBJECTIVES

- Raise awareness of employment opportunities in the food and beverage industry
- Drive participation in job training and careers fairs
- Deliver reliable information about employment in the food and beverage industry:
  - Career progression
  - Worker safety
  - Compensation
- Connect WIL coordinators and employers about placement opportunities

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STRATEGIC IMPERATIVES

Be relatable

Ontario's frontline food workers come from across the globe and include a range of ages – from Gen Z to Gen Y. Our campaign must connect to their values and concerns and recognize that English may be a second language.

Be memorable

CareersNOW! needs to cut through the noise and be different than activities undertaken by other government and industry organizations.

Be authoritative

CareersNOW! needs to be the voice of credibility in an environment filled with mixed messages and editorialized information.

Be actionable

CareersNOW! Needs to be able to connect jobseekers, employers, educators and employment NGOs with easy access to program activities.

Be sharable

The content strategy needs to connect in a way that compels people to share and engage. Real stories. Real people. Real problems. Real solutions.

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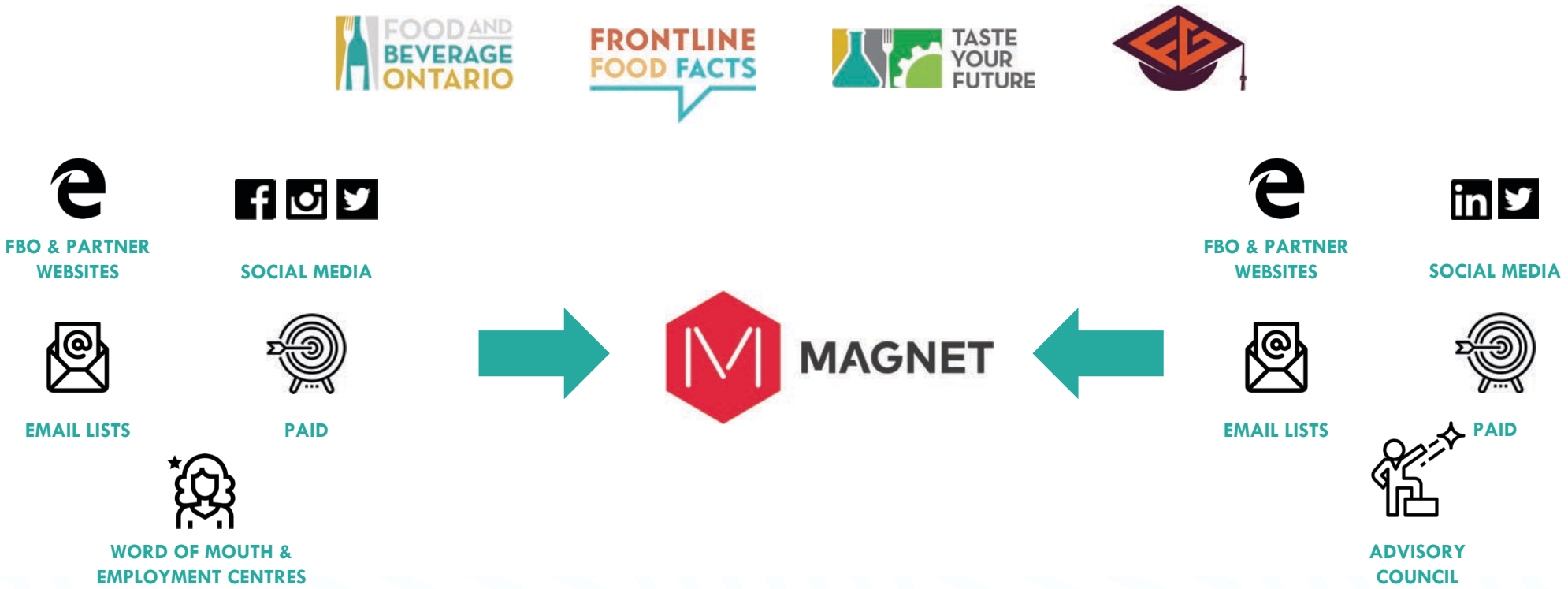
HOW IT WORKS



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CALENDAR

MON	TUE	WED	THUR	FRI
RoundUp	#JobTipTuesday	Employer spotlight	Education and training outlook	#FoodFactFriday
Sector profiles	Giving back - ESG	Employee/Alumni profile	CareersNOW! Pathway	

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CAREERSNOW! ESSENTIAL SKILL TRAINING

Jennefer Griffith, Executive Director
Food Processing Skills Canada

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ABOUT US

Food Processing Skills Canada is the Canadian food and beverage manufacturing industry's workforce development organization. As a non-profit, located in Ottawa with representatives across Canada, we support food and beverage manufacturing businesses in developing skilled and professional employees and workplace environments.

Through our partnerships, we have developed valuable resources including the Food Skills Library™, Canadian Food Processors Institute™, FoodCert™ and Labour Market Information Reports.

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EMPLOYER & JOBSEEKERS BENEFITS

- 30+ hours of self-paced learning with technical support to prep individuals for a new job.
- Curriculum based on the Learning & Recognition Framework
- Easy to use and proven online Learning Management System with short tutorial video on how to navigate training.
- Well- balanced essential skills curriculum to fit basic skills training for food and beverage processors.
- Graduate certificates & transcripts on completion
- No cost to participants.

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ESSENTIAL SKILLS TRAINING CURRICULUM FOR CAREERSNOW!

1. I AM FOOD: Introduction to the Food & Beverage Manufacturing Industry
2. Good Manufacturing Practices (GMPs)
3. Employer Employee Expectations
4. Food Safety Culture and You
5. Workplace Essentials: Oral Communications
6. Workplace Essentials: Thinking Skills
7. Introduction to Emotional Intelligence
8. Allergens: Level One
9. Sanitation: Level One
10. Workplace and Industrial Safety
11. Lock Out & Tag Out
12. Introduction to SOPs and SSOPs
13. Canadian Workplace Cultures
14. Workplace Essentials: Working with Others

ONLINE TRAINING FOR 300 JOBSEEKERS & NEW HIRES

LOGIN

LEARNING PATHS

LEARN

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CAREER MENTORSHIP & JOB FAIRS

Nicole Gallace, FoodGrads

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MENTORSHIP & JOB FAIRS

- 12 Mentorship sessions/workshops with post-secondary colleges & universities across Ontario.
- 12 Job Fairs across Ontario for food and beverage processors.

Free for employers & job seekers

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PURPOSE OF MENTORSHIP

Guest speakers who currently work in the industry will describe their career journey, motivations and aspirations in the food & beverage industry.

Each will share ‘nuggets’ of wisdom about starting their career, how to achieve career goals and knowledge about the industry.

These sessions will be a fantastic opportunity for students, that may be undecided about their career path, to explore meaningful, purpose driven careers!

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CAREER PATH FOCUS AREAS

- Production worker, general labour, skilled trades (at least 2 sessions dedicated to these roles)
- Becoming an Auditor / Food Safety
- Product Development / R&D
- Supply Chain / Buyer / Logistics
- Finance & Accounting
- Human Resources
- Operations / Continuous Improvement
- Sanitation / Health, Safety & Environmental
- Communications / Food Writer / Media
- Engineers (Packaging, Food, Mechanical)

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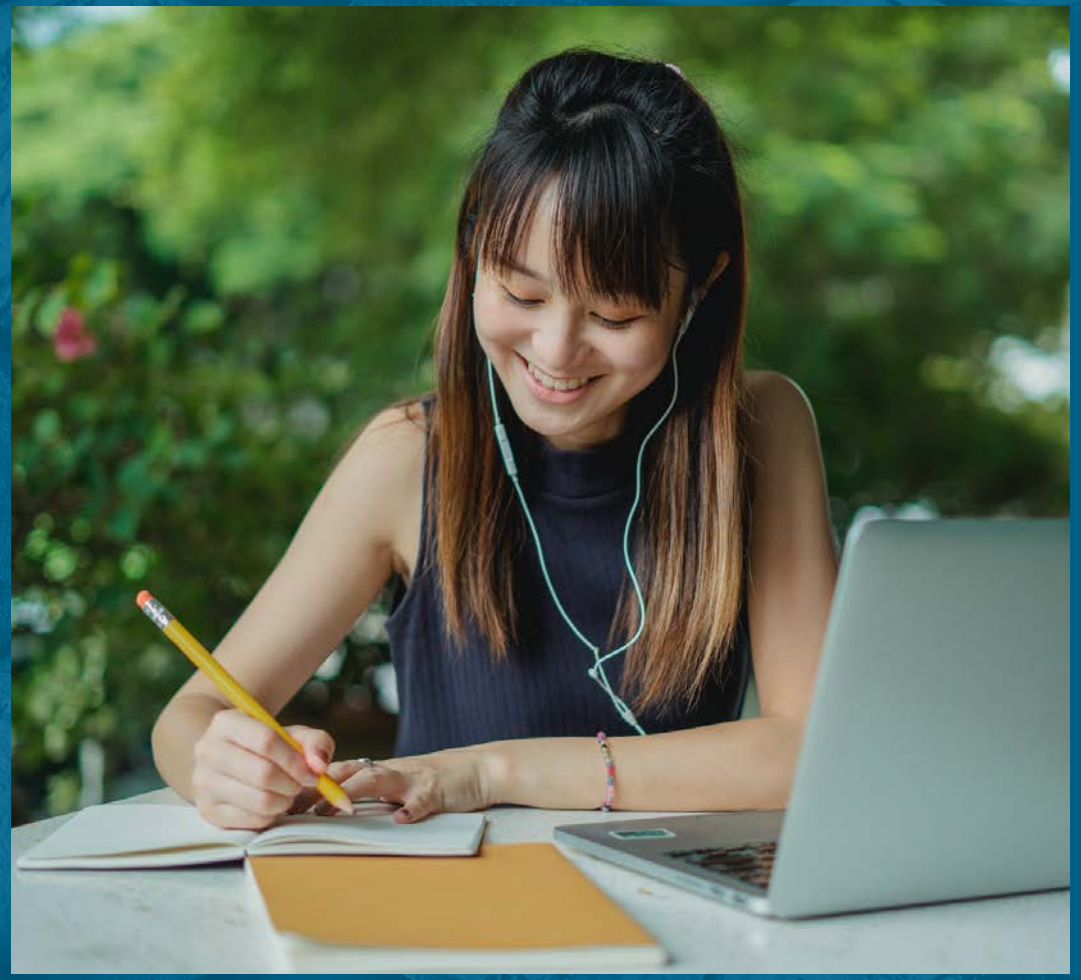

JOB FAIRS

- 2 job fairs will be focused specifically on front line / production roles which we know are in huge demand currently.
- 10 job fairs will be for all experience levels across all departments for food & beverage processors.
- We will provide additional support to the candidates who have completed the Essential Skills Training.

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BREAKOUT GROUP DISCUSSION

How can we support your organization with CareersNOW!? Examples below.

- Provide access to essential skills training for your new hires?
- Share latest HR resources and training/education?
- Connect with students for work-integrated learning?
- Profile your organization? Employees?

How can your organization support CareersNOW!? Examples below.

- Promote CareersNOW! on your personal and corporate communications channels?
- Participate in job fairs or mentorship sessions?
- Share your stories to help with talent attraction and retention?
- Share your training or HR resources?

Are there other workforce issues in your organization that CareersNOW! should support in the future? Examples below.

- Ways to adapt to Covid-19 and potential future shocks?
- Changes to workplace culture?
- Changes to employee expectations?
- Skills matching resources?

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THANK YOU

Next Meetings

September 9, 1:00 – 3:00pm

December 16, 1:00 – 3:00pm

February 24, 2022, 1:00 – 3:00pm

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