

# CEO Update AGM May 26, 2022



#295904637





**Thank you to the FBO Members, the Board and our FBO team.**

**I appreciate your strong engagement. FBO represents an industry that has major economic importance as the largest manufacturing sector by employment.**

**We have an essential role in the lives of Ontarians as providers of food and beverage products.**

**We should never underestimate the importance of the industry for Ontarians.**

# HIGHLIGHTS

01



MPP Christine Hogarth, Minister Thompson, Chris Conway, FBO and MP James Maloney with representatives of Dimpflemeier Bakery.



# The Value of Advocacy

As you are aware, FBO has been very active advocating for support for the sector. Support for food and beverage processing the past year from the province includes:

\$25 million [Strategic Agri-Food Processing Fund](#) to increase processing capacity – applications underway

- \$22 million [Agri-Tech Innovation Fund](#) : 45% of the 177 projects are in food and beverage manufacturing
- \$4.5 million [Ontario Agri-Careers Support Initiative](#) currently underway - members are encouraged to apply through the [Agriculture Adaptation Council](#) . Program details can be found [here](#)
- \$40 million [Advanced Manufacturing Fund](#) (FBO members were eligible to participate. We understand that some members applied and are now receiving funding)
- \$7 million [meat processing capacity fund](#)
- \$4 million to [support 100 supply chain projects](#) under CAP that include processing
- \$2.4 million for the [CareersNOW program](#) (this includes \$1.4 million for 2022-23)
- \$200,000 for the FBO – OMAFRA agreement: A Strategy for Jobs and Recovery in Ontario's Food and Beverage Processing Sector -Advancing Solutions
- \$200,000 for FBO research ([Tech Implementation Guide](#) and the [Automation Study](#))





# The Value of Advocacy (continued)

## Ontario Budget

- \$10 million in 2022–23 to establish a Food Security and Supply Chain Fund to strengthen Ontario's food supply, including addressing barriers to recruitment by attracting and retaining domestic workers, closing sector skill gaps, and supporting the well-being of workers;
- \$10 million in 2022–23 for ongoing support and expansion of the Enhanced Agri-Food Workplace Protection Program to support the health and safety of agri-food workers;
- \$2.6 million investment for incoming international workers that will include a welcome centre with health resources, as well as additional vaccination clinics.
- Ontario continues to seek an increase to the Ontario Immigrant Nominee Program (OINP) allocation by doubling the current allocation from approximately 9,000 to 18,000 to meet Ontario's pressing labour market needs and to aid in economic recovery.

## Ontario Election

- Prepared electoral district kits with detailed local sector employment information for over 60 MPPs where our members have processing facilities
- Also sent these election kits to members
- Sent a detailed summary of provincial election platforms to members



# Resources

FOOD AND BEVERAGE ONTARIO

05.2022

**COVID Resource Page:** As Ontario continues to deal with the Covid-19 pandemic we know processors have questions. To help bring some clarity to the current conditions, Food and Beverage Ontario has put together a list of resources from the province and our partners to assist processors with their questions.

**Cybersecurity :** Cyber security continues to be an issue facing the food and beverage sector in Ontario. Food and Beverage Ontario, along with our partners, are building a resource bank for processors, please check back to this page often as we continue to add resources.

**Working for Workers Act 2021 and 2022:**

[Working-for-Workers-Act-2021-and-2022-1.pdf](#)

[\(foodandbeverageontario.ca\)](#) includes summary information and links to additional resources



# Labour

FBO is implementing over \$2.6 million in labour related initiatives and pilot projects.

1. Labour Survey that confirmed employer needs and also the impact of the labour shortage on products and processes
2. Skilled Trades Survey – confirming the needs in hiring skilled trades
3. Regional Workforce Pilots (Urban, semi-urban and rural)
4. Mentorship Series
5. Virtual Job Fairs (10 as of March 2022)
6. CareersNOW Employer – online employment hub which accesses over 165,000 jobseekers and students (50 First Nations Students – up to 300 possible)
7. CareersNOW Jobseeker - The partner to CareersNOW - home to jobs posted by FBO members, career networking and mentorship resources, and free job ready skills training.
8. Research – including a Technology Implementation Roadmap and 200-page Automation study. These studies helped inform the need for a Strategic Agri-Food Processing Fund. They continue to be useful for discussions with government.



# Labour (continued)

9. Employer Recruitment and Retention Webinar Series - FBO is engaging leaders in HR and business development strategy to provide expert guidance to food and beverage processor employers and HR staff, especially in small to medium-sized operations (fewer than 100) that compose 90% of the industry.
10. Real Time Labour Market Data - FBO has made investments in infrastructure and partnerships that support access to information. As a next step, FBO will facilitate a labour market analysis and trend assessments, which will be made available to processor employers.
11. Essential Skilled Trades Pilot - undertaking a pilot to identify issues around attracting and retaining skilled trades in the setting of a food and beverage processing company.
12. Partnership with First Nations in Manitoulin for training in food and beverage processing
13. Partnership with the Ontario Chamber of Commerce and the Ontario Discover Abilities Network
14. Worked with FBC on the Emergency Foreign Worker Program. FBO made a \$5,000 contribution to the national government relations and communications strategy over and above our annual fees.
15. Participation in the CAHRC FBC National Workforce Strategic Plan Advisory Committee Initiative.
16. Languages Workforce Pilot which provides English language skills training





## Ministries - OMAFRA and LTSD

- OMAFRA is generally very supportive of the work we are doing.
- We have regular meetings and participate in numerous stakeholder groups with the Minister and officials.
- Funding for years 1 and 2 our CareersNOW initiative came from the Skills Development Fund at Labour and Training. LTSD is increasingly aware of our work on labour issues.
- Minister Thompson also participated in the CareersNOW announcement with Minister McNaughton.





# Thank You

- In some ways, FBO is unique in our offering as the food and beverage processing association as we represent all food and beverage processing.
- However, we also occupy a crowded space that in the eyes of government includes many other associations.
- We need to continue to articulate our unique value proposition as the voice of the food and beverage processing industry, particularly through advocacy.

