

# Welcome to the CareersNOW! Advisory Council

Bringing experts from the food and beverage processing industry, post-secondary education, non-profit sector, and government together to connect jobseekers and students with employers.



# Making great food for Canadians and people around the globe.

01

About Food and  
Beverage Ontario

[Learn More >>](#)

02

Solving the  
employment gap

[CareersNOW! >>](#)

03

Implementing  
facility automation+  
innovation

[Learn More >>](#)

# Ontario's Food and Beverage Processing Industry

UP TO

25,000

JOBS AVAILABLE BY

2025



ONTARIO'S #1  
MANUFACTURING  
SECTOR  
EMPLOYER



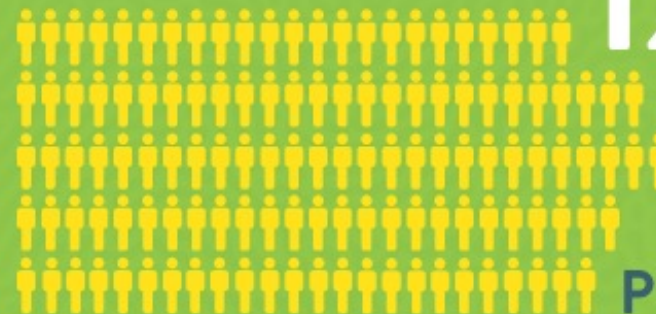
11 SUB-SECTORS

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



### Student

Explore career paths and opportunities to connect with employers in Ontario's food and beverage processing industry. If you have a question, we have the answer.

I AM A STUDENT



### Jobseeker

View latest job postings, opportunities for professional development, and upcoming events to network with Ontario businesses and hiring managers.

I AM A JOBSEEKER



### Employer

Elevate your recruitment and retention strategies with CareersNOW! and gain access to over 130,000 jobseekers and students eager to start a position.

I AM AN EMPLOYER

# CareersNOW!

CareersNOW! is Food and Beverage Ontario's flagship workforce development initiative that is connecting students and jobseekers with employers in Ontario's food and beverage processing industry.

- Designed and developed with project partners and the Advisory Council.
- Funded by the Skills Development Fund since April 2020 through to March 31, 2024 with over \$5 million.
- Fully in-field and operational with an established team to deliver the program.
- Recognized as Ontario's food and beverage processing industry's premier workforce development initiative.



## Meet Mandeep

The majority of the people who work with us are starting from an entry-level position, and when we're looking to hire someone who might be supervisor-level or for a managerial role, we look within our company. In order to do that, we have to invest in our people. Our team is really excited to come to work every day. You can see that when you walk into the building. We have a lot of team members that have big smiles on their faces.

[VIEW ALL TESTIMONIALS](#)

## Welcome to CareersNow!

If you are exploring careers in Ontario's food and beverage processing industry or looking for that perfect new hire, we have a resource for you. Getting involved is easy. With CareersNOW! you gain access to free job fairs, skills training, mentorship, and our online employment platform. Start today!



### Resource Hub

Make a selection below and create a free account for access to exceptional resources offered by CareersNOW!



#### Student

Explore career paths and opportunities to connect with employers in Ontario's food and beverage processing industry. If you have a question, we have the answer.



#### Jobseeker

View latest job postings, opportunities for professional development, and upcoming events to network with Ontario businesses and hiring managers.



#### Employer

Elevate your recruitment and retention strategies with CareersNOW! and gain access to over 130,000 jobseekers and students eager to start a position.

## Learn about careers in Ontario's growing food and beverage processing industry.



Production



Food Safety



Research &  
Development



Business



Supply Chain  
& Warehouse

DISCOVER CAREERS

# CareersNOW! Partners



EXCELLENCE  
IN MANUFACTURING  
CONSORTIUM

FOOD, HEALTH &  
CONSUMER PRODUCTS  
OF CANADA



PRODUITS ALIMENTAIRES,  
DE SANTÉ ET DE CONSOMMATION  
DU CANADA



MAGNET



Niagara  
College  
Canada



Meat &  
Poultry  
ONTARIO



EXPERIENTIAL  
LEARNING HUB  
CO-OPERATIVE EDUCATION



IVEY



# Advisory Council Members

ADaPT, Diversity Institute, Ted Rogers School of Management, Toronto Metropolitan University  
Algonquin College  
Belmont Food Group  
Bimbo Canada  
Canadian Food Innovation Network  
Canadian Partners Win  
Cardinal Meats  
Cargill  
Careers in Food  
Centennial College  
City of Brampton  
City of Hamilton  
City of Mississauga  
City of Toronto  
City of Vaughan  
Coke Canada  
Conestoga Meats  
Danone  
Diamond Estates Wines & Spirits  
EMC Canada

Fleming College  
Food in Canada  
Fanshawe College  
Ferrero Canada  
Food Processing Skills Canada  
Food, Health & Consumer Products of Canada  
Give & Go  
Ivey Business School at Western University  
MacDonald Search Group  
Magnet  
Maple Leaf Centre for Food Security  
Maple Lodge Farms  
Manpower Group  
Meat and Poultry Ontario  
Mohawk College  
Niagara College  
Nortera Foods  
OMAFRA  
Ontario Chamber of Commerce  
Ontario Craft Wineries  
Ontario Dairy Council  
Ontario Native Education Counselling Association

Ontario Ministry of Labour, Immigration, Training and Skills Development  
Peninsula Ridge Estates Winery  
Piller's  
Princes Trust Canada  
PTP Adult Learning and Employment Programs  
rND Bakery  
Sheridan College  
SunOpta  
The Original Cakerie  
Toronto Metropolitan University  
University of Guelph Experiential Learning Hub  
University of Ottawa  
University of Toronto  
University of Waterloo  
Venture Park Labs  
Western University  
Yoso



# Role of the Advisory Council

- Provide Food and Beverage Ontario and the CareersNOW! team with your expertise on program improvements and new ideas.
- Connect with colleagues around the table to build a strong community for food & beverage workforce development.
- Share CareersNOW! information with your members/clients/networks/stakeholders.
- Let us know if we can support you and/or your organization with resources, events or new activities.

# CareersNOW! Team



**Chris Conway, CEO**  
Food and Beverage Ontario



**Isabel Dopta**  
Program Director, CareersNOW!  
Food and Beverage Ontario



**Jason Crawford**  
Food and Beverage  
Ontario



**Nicole Gallace**  
FoodGrads



**Veronica Hislop**  
FoodGrads



**Dyson Wells**  
Food and Beverage  
Ontario



**Leslie Wong**  
Magnet



**Leonard Zappia**  
Excellence in Manufacturing  
Consortium



**Deanna Zenger**  
Food Processing Skills  
Canada



**Lorraine Pitawanakwat**  
Ontario Native Education  
Counselling Association



**Victoria Diaz**  
DPM Research



**Luis Garcia**  
Meat & Poultry Ontario

# Advisory Council CareersNOW! Consultation April – May, 2023

**What we heard and  
how we are taking action.**

Victoria Diaz, DPM Research  
Isabel Dopta, CareersNOW!




# CONSULTATION OBJECTIVES

DPM Research consulted with the Advisory Council about **CareersNOW!** in April and May, 2023 for Food and Beverage Ontario.

The purpose of the consultation was to provide guidance to Food and Beverage Ontario on how to improve delivery and impact of **CareersNOW!** and to plan for future funding.

27 Advisory Council members were interviewed that represented different stakeholders including project partners, post-secondary education institutions, associations, industry, and government. As a result, the opinions expressed were quite diverse.



Understanding of <b>CareersNOW!</b>
Program performance to date
Gaps in current implementation
Opportunities for enhancement
Priorities as program moves forward

# Q. What is your understanding of CareersNOW!?

A. Increasing awareness of the industry/jobs and connecting employers were cited most as the leading objectives of **CareersNOW!** Other activities such as Job Ready Skills Training and Jobseeker Coaching were less recognized.

## CONNECTING EMPLOYERS

### KEY INPUT

- Provide opportunities and streamline access for employers to connect e.g., job fairs
- Offer tools and mechanisms to facilitate hiring (e.g., job board)
- Support SMEs with HR resources
- Tap into under-represented groups

## INCREASING AWARENESS

### KEY INPUT

- Increase understanding and visibility of this "hidden" industry
- Promote the industry as a viable career opportunity
- Showcase the diversity of career paths and industry potential beyond commonly thought of occupations

## Q. How has CareersNOW! performed to date?

According to interview participants, **CareersNOW!** has performed well in the following areas:

- Awareness of the industry and portraying it accurately.
- Highlighting success stories in a relatable way.
- Good collaboration with PSE.
- Demonstrating leadership and a good level of enthusiasm and commitment.
- Success in creating partnerships and promoting collaboration.
- Creation of an array of useful free resources (e.g., videos, mentorship series).

“

*The mandate is big: simplify how you talk about the jobs available, increase knowledge of the industry, and get people into jobs.*

“

*They are bringing all the key players to the table.*



*“I am impressed they are doing more with less. They have the right foundation in place, now it is matter of scope and scale”*

*“I am pleased that the presentation of the industry is not sugar-coated”*

*“They have some modern digital thinkers”*

*“They are making people understand that this is an industry, that feeds families, and where there is room for everyone”*

# Q. What are the gaps, challenges and opportunities for CareersNOW!?

- A. Continued efforts to increase awareness of the industry
- B. Further engage industry representatives
- C. Successfully connect employers with job seekers
- D. Tailor marketing to the target audience
- E. Identify priority target groups
- F. Consider the geography
- G. Improve information sharing about the program
- H. Seize the opportunity for advocacy

# A. Continued efforts to increase awareness of the industry.

In general, interview participants said that **CareersNOW!** has done a good job in increasing awareness of the industry.

## Opportunities to pursue:



Continue sharing stories of success tailored to the audience.



Work with influencers to amplify the message and talk about authentic careers.



Emphasize the industry's contributions and impacts on environmental sustainability and climate change, local economic development, food access/security, and animal welfare.



Highlight innovation and technology, such as AI and robotics.



Showcase the crucial and permanent need for the industry ("people need to eat").



Highlight the industry's diversity and the prevalence of SMEs.

## B. Further engage industry representatives.

Interviewees recognized that industry is busy and engagement has to be well-utilized by better communicating the **CareersNOW!** program ROI to businesses

### Opportunities to pursue:

- Demonstrate the value to industry (either with new hires or with dollars) from participating in **CareersNOW!**
- Better reflect SMEs in program offerings (e.g., job fairs).
- Simplify participation in the program for industry.
- Market and facilitate access to resources
- In the medium/long term, consider developing a centralized strategy, specific areas of responsibility for different stakeholders.



## C. Successfully connect employers with jobseekers.

Several components of **CareersNOW!** are aimed at facilitating the connection between employers and jobseekers (e.g., job fairs, job board, and WIL placements). Interview participants noted the following gaps.

### JOB POSTINGS

- Demonstrate the ROI in adding the **CareersNOW!** employment platform, powered by Magnet, to an employer's recruitment strategy.
- Improve useability and navigation of the **CareersNOW!** employment platform, powered by Magnet.
- Increase visibility of jobs posted at the **CareersNOW!** employment platform.
- Make more jobs available to jobseekers and college and university students.

### JOB FAIRS

- Ensure jobseekers attending the **CareersNOW!** job fairs are qualified and prepared to meet with hiring managers and employers.
- Online job fairs were a good solution during the pandemic; however, a few participants consider that the next step is to transition to in person events.

### LACK OF HR FUNCTION

- Provide additional support to companies without onboarding, HR and recruitment capabilities.
- Assist employers in building their brand as top employers on social media.
- Consider having a "recruiter" that is proactively seeking candidates and offering mentoring and coaching.

## D. Marketing tailored to the target audience.

Need more clarity on communicating the program activities and branding of the program to align better with the food and beverage processing industry.

The marketing strategy should be adjusted according to the target group.

### Opportunities to pursue:

- Market the different program components more clearly.
- Use images and messages that are culturally-relevant.
- Offer more information on the target group for a particular program component. For instance, if job fairs are more geared toward students / professional positions, it is advised that this be clarified on the program's website and in all communications.

## E. Identity priority target groups.

Interviewees were asked their opinion regarding what target groups were a priority for CareersNOW!.

### NO PRIORITIES

- 4 interviewees indicated that all jobseekers must be considered when it comes to target groups given the severe labour gaps in the industry's workforce.

### PSE STUDENTS

- 10 interviewees identified college and university students as the target group for **CareersNOW!** given the low level of industry awareness but high level of graduates.

### YOUTH

- 11 interviewees identified youth as the main target group and to reach youth early, either in high school or primary school.

### NEWCOMERS/IMMIGRANTS

- 9 interviewees identified this target group given the industry already over performs in engaging New Canadians and this group is generally motivated and educated.

### Other possible target groups and areas for collaboration:

- Collaborate with unemployment offices to reach out to workers laid off from other manufacturing sectors.
- Focus on individuals looking for a career change
- Reach out to retired workforce that may be looking to reenter the labour market or continue working part-time.
- Offer support to recruit people with disabilities.
- Indigenous communities make up the youngest and fastest-growing population.

## F. Consider the geography.

Several geographical considerations were mentioned by interview participants:

Focus awareness efforts on specific regions (such as emerging markets in addition to the GTA, including Guelph, Windsor and London) or cities (e.g., Brampton).

Consider needs of small towns e.g., lack of transportation

Invest in Northern Ontario: opportunity to develop partnerships with Indigenous communities to produce in this region (e.g., greenhouses could be built at a reduced cost). This young and growing workforce would be difficult to attract to jobs in Southern Ontario for minimum wage.



## G. Improve information sharing about the program.

Interview participants said they would like to know more about how the program is performing in connecting jobseekers with employers to fill available positions.

There is also need to better centralize **CareersNOW!** resources and activities for easy access.

Interview participants also said they would like to play a bigger role in supporting the program but needed more direction on how that looks.

## H. Seize the opportunity for advocacy.

Interviewees recognized other opportunities to support workforce development that could be pursued by Food and Beverage Ontario with the organization's mandate for advocacy.

- Advocate for longer funding cycles.
- **Reflect food and beverage processing in school curriculum** to create awareness among youth (e.g., , lobbying for curriculum changes)
- **Partner with federal government to bring newcomers into the industry** and provide visibility to the industry early on.



# Action Taken

## Raising Awareness

- Conducted market research to better understand target markets and tailor program key messages.
- Invested in a NEW marketing strategy, with a focus on specific regions in Ontario, and a NEW website to increase jobseeker engagement.
- Updated CareersNOW! social media channels & content strategy.

## Employer Strategy

- Established a dedicated employer team.
- Made improvements to CareersNOW! employment platform, powered by Magnet, for job postings.
- Centralized the job feed from Careers in Food and Magnet on the new website to leverage program marketing dollars.
- Added a Jobseeker Coach with placement/recruitment skills to better support small businesses.

## Jobseeker Strategy

- Increased jobseeker livestreams for students and new grads on career paths.
- Increased participation at PSE events.
- Included New Canadian/newcomer workshops.
- Streamlined access to jobseeker and student resources on the new website.

## Stakeholders & Partners

- Improving communications & providing more direction to Advisory Council members.
- Participating in more stakeholder events and showing more support of partners and the Advisory Council.
- Gathering more feedback through consultations & surveys.

# CareersNOW! Activities, Engagement & Growth Plan



# Jobseekers & Students

- 1 Job Ready Skills Training
- 2 Career Advancement Coach
- 3 Virtual Job Fairs
- 4 CareersNOW! Jobseeker
- 5 WIL for College and University Students
- 6 Livestream & Mentorship Events
- 7 Taste Your Future Resources



# Employer

- 1 CareersNOW! Employer
- 2 Virtual Job Fairs
- 3 Mentorship Series
- 4 Employer Resources

# CAREERSNOW!

In 2022, 2050 jobseekers and employers participated in **CareersNOW!** and the program helped 641 jobseekers and students achieve employment.

**This year our target for filling jobs is 1,920.**



# CareersNOW! 2023/2024 Performance Metrics

12

Virtual  
Job Fairs

6

University &  
College Student  
Events

2

Zoom sessions for  
newcomers to Canada  
on career opportunities

6

Employer  
Mentorship  
Sessions

6

Livestream  
student/  
jobseeker  
events

1

Advisory  
Council  
Meeting  
October  
2023

360

Learners in  
CareersNOW!  
Job Ready  
Skills Training

300

Students in  
WIL placements  
with Ontario  
employers

1920

People  
in jobs



# CareersNOW! Performance 2022/2023

**2044** Participating Jobseekers  
& Employers

**241** Job Ready Skills  
Training Learners

**186**

Work Integrated  
Learning  
Placements

**1,324** Job Fair Jobseekers

**541** Users of CareersNOW!  
employment platform

**54** Job Fair  
Businesses

**\$1,307,000**

SWPP Employer  
Funding Facilitated for  
Student Wage Subsidies

**641**

Achieved  
Employment

# Jobseeker Survey Results 2022/2023

**58%**  
Unemployed

**34%**  
Racialized Group

**45%**  
Age 25–34

**7%**  
Person  
with a  
Disability

**63%** Women

**3%** Indigenous  
Person

**16%**  
Age 15-24

Data collection from December 1, 2022 to February 20, 2023 with 294 respondents.

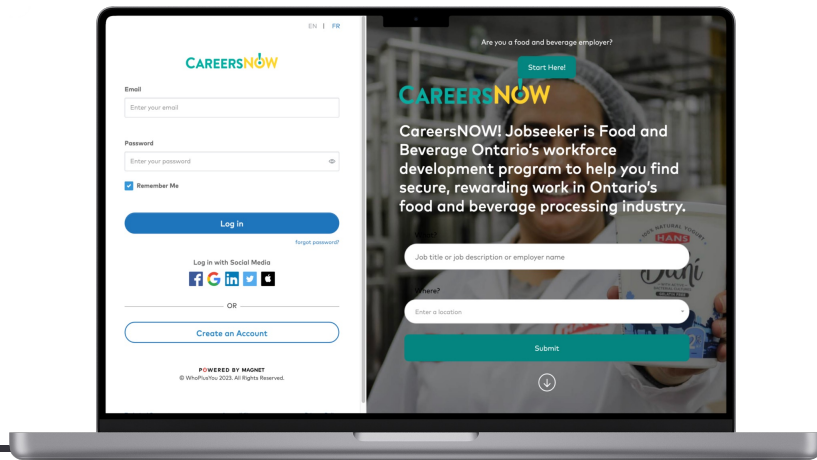
CAREERSNOW.CA

# CareersNOW! What We Do



# Post a Job

Looking for a qualified candidate for a full-time position, or a college or university student for a work-integrated learning placement?



Are you a jobseeker or student?

Start Here!

## CAREERSNOW

CareersNOW! Employer is Food and Beverage Ontario's workforce development program to support Ontario's food and beverage processing employers.





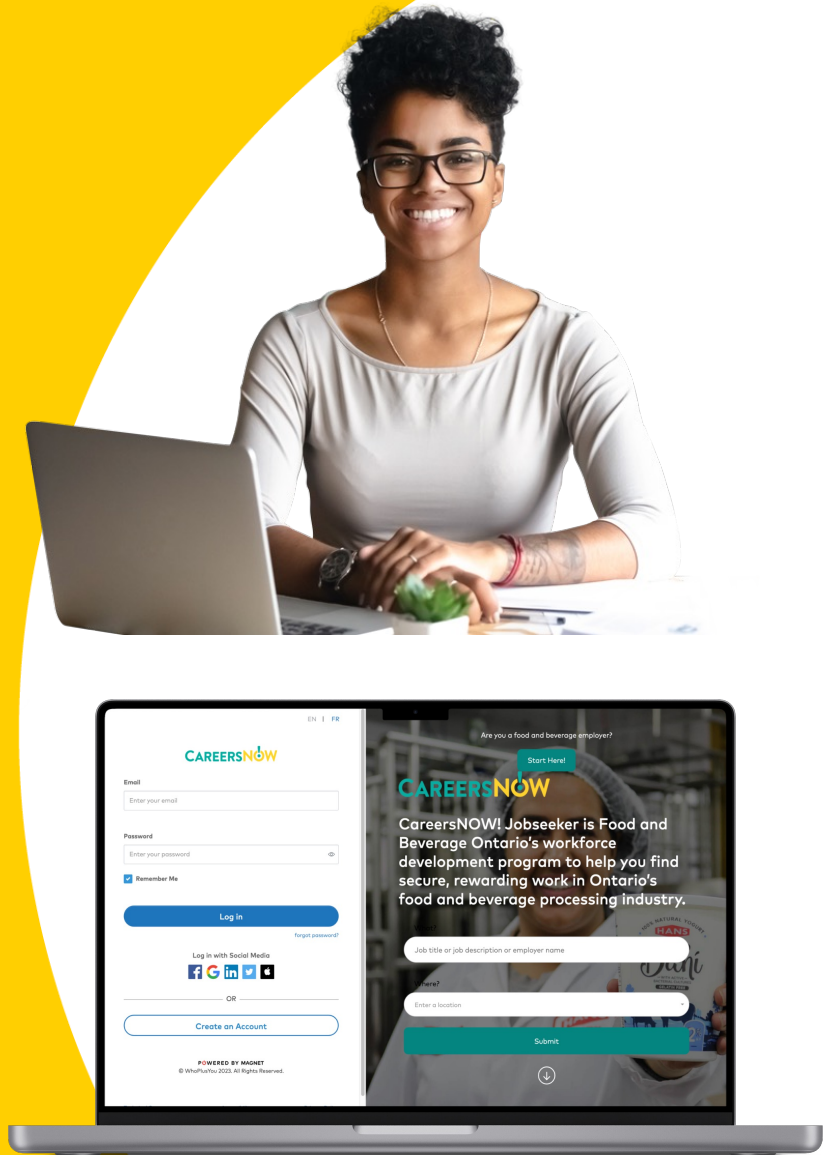
CareersNOW! Employer, which is the program's employment platform powered by Magnet, has more than 130,000 Ontario jobseekers in the system.

- **45,000** have a preference for entry-level jobs
- **1,450** have a preference for skilled trades
- **8,000** have a preference for Manufacturing, Warehousing, Material Handling
- **12,700** have a preference for Catering, Cooking, and Food Services

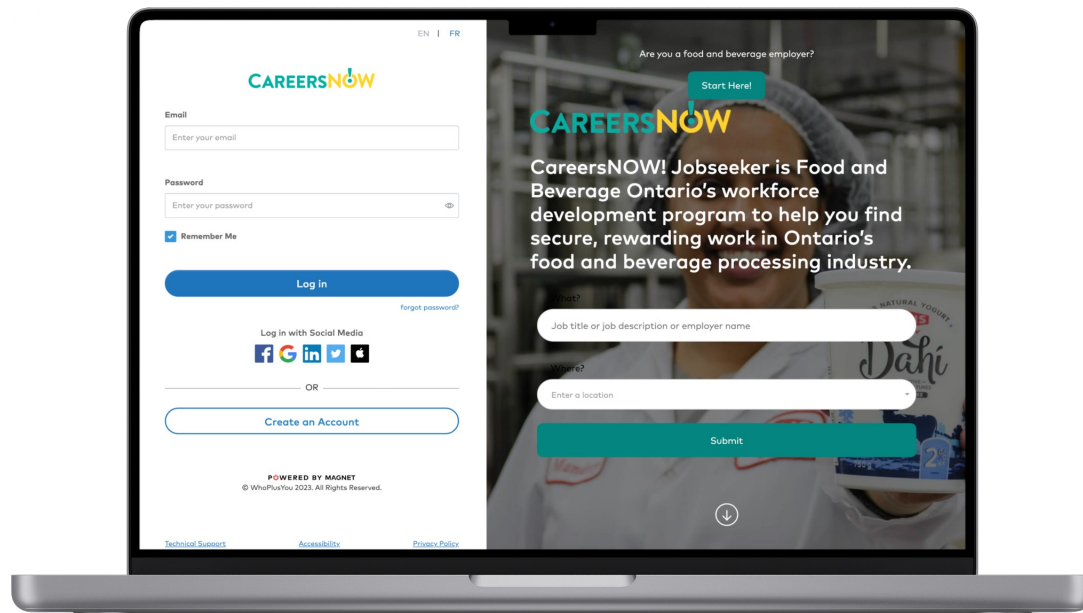
# Hiring Young Talent

**Businesses with a CareersNOW! Employer account can post jobs for college or university students looking for a work integrated learning placement for their co-op or internship requirements.**

- CareersNOW! Employer provides access to 13,600 college and university students across Ontario that are available for WIL. In 2022, 186 placements were facilitated by CareersNOW!.
- CareersNOW! Employer also provides access to SWPP — a wage subsidy of up to \$7,000 per semester, per student. In 2022, CareersNOW! directed \$1.2 million in wage subsidies to Ontario industry employers.



# Find a Job Searching for a rewarding job?



Are you a food and beverage employer?

Start Here!

## CAREERSNOW

CareersNOW! Jobseeker is Food and Beverage Ontario's workforce development program to help you find secure, rewarding work in Ontario's food and beverage processing industry.

What?

Job title or job description or employer name

Where?

Enter a location

Submit



CAREERSNOW.CA

# 2023/2024 Virtual Job Fairs

October 17  
November 14  
December 12  
January 9 & 30  
February 7 & 13  
March 6 & 12



# Job Fair Insights

- 19% of jobseeker participants attended from outside of Canada. When asked if they would be open to relocate to Ontario, 88% said yes.
  - Each job fair is also attended by the Brampton Multicultural Community Centre to assist jobseekers with questions about becoming a Canadian citizen.
- It's almost a 50/50 split on whether or not jobseekers have their own transportation.
- Majority of jobseekers (50%) said they had some experience working in food & beverage processing, 27% said they had lots, while 23% said they have no experience.
- On average, 200 jobseekers attend each job fair and 10 employers had a booth.



# Advancement Coach

## Jobseeker Coaching *30-minute sessions with jobseekers.*

- Learn about the jobseeker's qualifications and areas to strengthen/tailor.
- Look at job prospects that meet the jobseeker's work/life needs.
- Give individuals confidence and help them explore jobs and prepare for an interview.
- Offer follow-up meetings to help maintain positive progression.

## Employer Recruitment & Hiring Support

- Gain a full understanding of the positions the employer is hiring for.
- Learn what the employer is looking for in an employee through the lenses of operations, culture, and future state planning.
- Provide candidates that fit their facility and culture.
- Follow up regularly on placements and look to see if their needs are being satisfied.



**LEONARD ZAPPIA**



FOOD AND  
BEVERAGE  
ONTARIO

CAREERSNOW

# JOB READY SKILLS TRAINING



## LEARNER WORKBOOK

Food Processing Skills Canada and Food and Beverage Ontario's CareersNOW! have partnered to provide jobseekers and students with proven online training that will prepare them for a rewarding career in Ontario's food and beverage processing industry.



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# Job Ready Skills Training

## CURRICULUM

- 1. Food Safety Culture and You**  
Learn important food safety procedures and practices, ensuring consumer protection and that regulations are met. 2 hrs
- 2. Transferable Skills**  
This module is about the skills we use in our daily lives, in new situations, and that we use on the job. We will explore their relationships with each other and how we can apply these skills to facing careers in Food Processing. 3 hrs
- 3. Canadian Workplace Cultures**  
Learn basic Canadian facts, understand appropriate etiquette, and identify the qualities employers expect in the workplace. 2 hrs
- 4. I AM FOOD: Introduction to the Industry**  
This course provides an introduction to the importance of Canadian food and beverage manufacturing industry, its role, opportunities, diverse demographics and work environment today. 3 hrs
- 5. Oral Communication\***  
Canadian workplace culture requires individuals to be competent in speaking and listening, providing feedback, fostering teamwork, and promoting a positive work environment. Skills that are closely linked to productivity, adaptability and innovation. 1 hr
- 6. Employer Employee Expectations**  
Learn about the value of emotional intelligence to your personal and professional life with skills that help an individual understand themselves better and be more effective in their day to day activities. 2 hrs
- 7. Thinking Skills**  
Learn about decision-making, critical thinking, resolving conflict, and facilitating change for a positive workplace culture. 2 hrs
- 8. Working with Others**  
This course will provide you with the knowledge and skills to understand how GMPs support the safe manufacturing of food and how to implement GMPs. 2 hrs
- 9. Good Manufacturing Practices (GMPs)\***  
This course provides individuals with basic sanitation and cleaning knowledge. You will learn how to handle, prepare and store chemicals, and cleaning and sanitizing. Learning regulations and policies is an important aspect of the course. 2 hrs
- 10. Sanitation Level 1\***  
This course reviews regulatory responsibilities and the proactive strategies used to identify and control food safety hazards. Canadian, federal and provincial regulatory requirements is an important aspect of the course. 3 hrs
- 11. Industrial Workplace Safety\***  
This course provides guidelines for Lock Out-Tag Out (LOTO) — a procedure used in research settings to ensure that potentially dangerous machines are properly shut off and not able to be started up again without completion of maintenance or servicing. 2 hrs
- 12. Lock Out Tag Out\***  
This course covers the priority list of allergens in Canada as well as sulphites and other additives. This course explains the importance of standard operating procedures and how to develop and implement these procedures in the workplace. You will learn how to develop and implement these procedures. 2 hrs
- 13. Allergens Level 1\***  
This course explains the importance of standard operating procedures and how to develop and implement these procedures in the workplace. You will learn how to develop and implement these procedures. 2 hrs
- 14. Basics of Standard Operating Procedures (SOPs)**  
This course explains the importance of standard operating procedures and how to develop and implement these procedures in the workplace. You will learn how to develop and implement these procedures. 2 hrs
- 15. Sanitation Standard Operating Procedures (SSOPs)**  
This course explains the importance of standard operating procedures and how to develop and implement these procedures in the workplace. You will learn how to develop and implement these procedures. 2 hrs

Canada

EMPLOYMENT  
ONTARIO

Ontario



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[Isabel Dopta](#) | [Logout](#)



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ONTARIO

# Welcome to the CAREERSNOW

## Job Ready Skills Training — Learner Centre

### About CareersNOW! Job Ready Skills Training

Food and Beverage Ontario has partnered with Food Processing Skills Canada to create and deliver the multilingual CareersNOW! Job Ready Skills Training program. The curriculum has been designed to prepare jobseekers and students for careers in Ontario's food and beverage processing industry.

Whether you are exploring specific job opportunities, are new to what this sector has to offer, or need a quick update, CareersNOW! Job Ready Skills Training is the program for you.

Learners are encouraged to take as many of the self-paced courses as they would like and in the order they would prefer. Each course offers bite-sized, interactive learning in introductory technical skills, emotional intelligence, and even industry onboarding.

The best way to learn more is to jump in and explore the 15 courses we have available. Start your learning & career journey today!

Isabel Dopta  
CareersNOW!  
Program Director

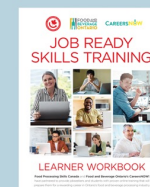
Start Learning

### Quick Links

Start Your Training	Download Certificates for Completed Courses	Contact Support by Clicking Here or Call 1.800.730.7115 #3	Visit the Canadian Food Processors Institute for More Training

Visit CareersNOW!

### Downloadable Resources



Workbook (English)



# Job Ready Skills Training

- Good Manufacturing Practices (GMPs) ⌚ 2 HRS
- Sanitation Level I ⌚ 3 HRS
- Allergens Level I ⌚ 3 HRS
- Industrial Workplace Safety ⌚ 4 HRS
- Lock Out Tag Out ⌚ 1 HRS
- Basics of Standard Operating Procedures (SOPs) and Sanitation Standard Operating Procedures (SSOPs)\* ⌚ 3 HRS

## Food & Beverage Manufacturing Curriculum



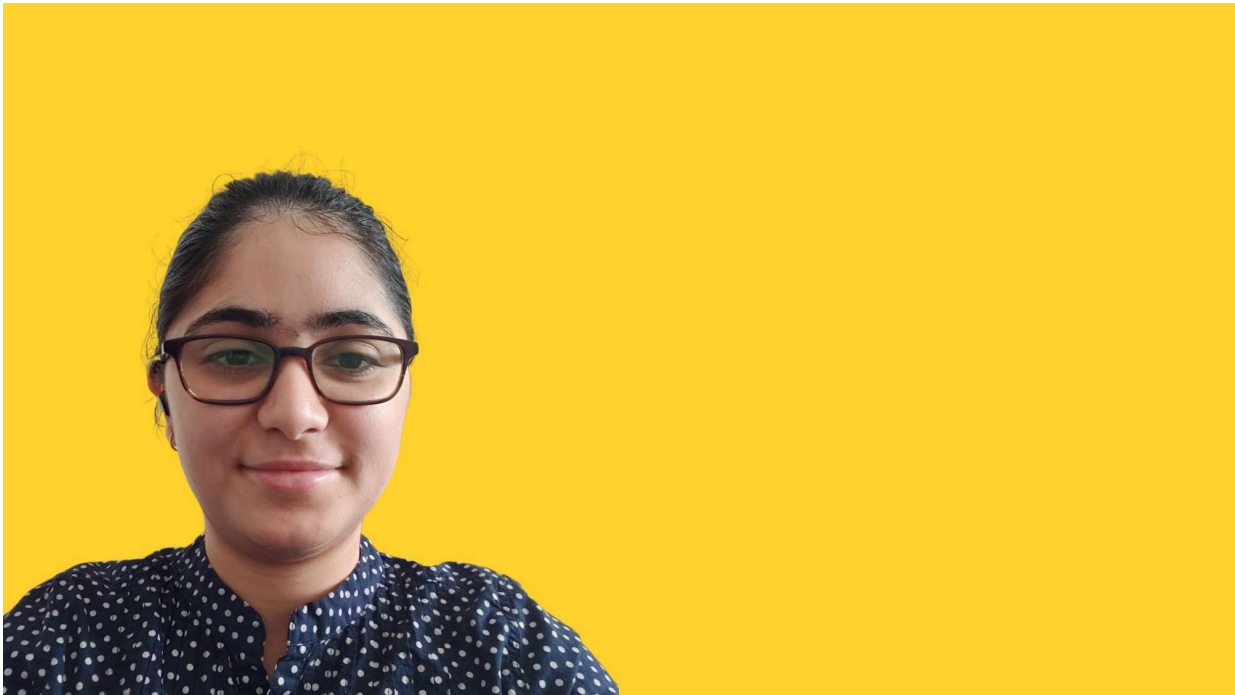
# Job Ready Skills Training

- Food Safety Culture ⌚ 2 HRS
- Canadian Workplace Cultures ⌚ 2 HRS
- Transferable Skills ⌚ 3 HRS
- I AM FOOD- Introduction to the Food Industry ⌚ 3 HRS
- Oral Communication ⌚ 1 HRS
- Employer Employee Expectations ⌚ 2 HRS
- Introduction to Emotional Intelligence ⌚ 2 HRS
- Thinking Skills ⌚ 2 HRS

## Canadian Culture & Skills for Success



# Students & Academic Programs



“The curriculum is well thought out and well designed and I am just so glad that I did the training!”

Anupriya, Meng  
Biological Engineering, University of Guelph  
& CareersNOW! Job Ready Skills Training  
Graduate

# Jobseekers



“Whether enhancing your studies or looking for a new beginning, this program offers the pathway to advancing your career choices.

Jennefer Griffith  
Executive Director  
Food Processing Skills Canada

# We Feed Canada



# How we engage employers & jobseekers

CAREERSNOW

VISIT CAREERSNOW.CA



Follow us on social  
@tasteyourfuture

## Looking for a career you love?

CareersNOW! is connecting jobseekers and students with exciting career opportunities in Ontario's food and beverage processing industry.

### Job Ready Skills Training

Complete online courses to prepare you for employment success.

### CareersNOW! Jobseeker

Connect with employers for jobs and work integrated learning opportunities.

### Coaching & Mentorship

Get help with your job search and career development.

### Job Fairs

Meet with Ontario employers hiring today.



# Jobseeker Livestream Sessions

## OCTOBER TOPIC

What can you do with an engineering degree?



Swarna Ariyakumar,  
Senior Packaging  
Engineer

Dan Zamora,  
North American  
ERP Consultant  
at CSB-Systems

Dania Mahadi,  
Food Science  
student at the  
University of Guelph

## NOVEMBER TOPIC

Calling skilled trades!



Nole Coutrouzas,  
UBC Millwright

# Jobseeker Livestream Sessions

## DECEMBER TOPIC

What can you do with your PhD/Post graduate degree?

## FEBRUARY TOPIC

What can you do with a Life Sciences/General Science degree?

## JANUARY TOPIC

What can you do once you've graduated from your culinary program?

## MARCH TOPIC

Introducing food & beverage careers at Cambrian College



# Podcasts: Profiling Careers with Veronica Hislop

## Featured Careers

- Manager of Operations
- R&D Packaging
- Food Scientist
- HACCP Specialist
- Sales Manager
- Lab Technician
- Plant Manager
- Marketing Coordinator
- R&D Director
- Millwright Apprentice
- Millwright



CAREERSNOW

# Podcasts: Talking to Leaders



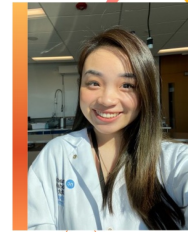
## The FoodGrads Podcast

EPISODE 65: BUILDING A CAREER IN FOOD MANUFACTURING: LESSONS IN CREATING YOUR OWN PATH  
with Doug Alexander, Vice President of Sustainability and Government Relations at Belmont Meats



## The FoodGrads Podcast

EPISODE 11: HOW TO MARKET YOURSELF FOR A JOB AS A STUDENT/GRADUATE  
with Dr. Amy Proulx Professor and Academic Program Coordinator of Culinary Innovation and Food Technology at Niagara College



## The FoodGrads Podcast

EPISODE 40: WHY FOLLOWING YOUR PASSION, WORKING HARD AND ASKING QUESTIONS IS THE PATH TO SUCCESS  
with Chloe Hoang, Product Developer Assistant at Give & Go Foods



## The FoodGrads Podcast

EPISODE 12: FROM SCIENCE DEGREE TO MARKETING  
with Sarah Condruk, Marketing Coordinator at Give and Go Prepared Foods



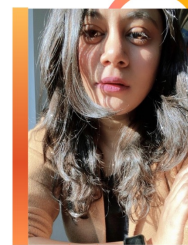
## The FoodGrads Podcast

EPISODE 10: PIVOTING INTO A CAREER OF DAIRY-FREE YOGURTS  
with Amelia Laplante, R&D Food Scientist at Yoso



## The FoodGrads Podcast

EPISODE 21: WHY DIRECTORS NEED TO SEE THE BIG PICTURE  
with Danielle Szostak the Director of Product Development at Give and Go Prepared Foods



## The FoodGrads Podcast

EPISODE 77: BECOMING A MASTER OF ALL TRADES AND FINDING SOLUTIONS  
with Neha Mehta, Food Safety Quality Assurance Compliance Coordinator/Supervisor at Maple Leaf Foods



## The FoodGrads Podcast

EPISODE 73: DEFINING AND CULTIVATING INNOVATION AND CREATIVITY  
with Michelle Brisebois, Senior Marketing Strategist and Founder of Textrix Consulting Ltd.



## The FoodGrads Podcast

EPISODE 52: EXPLORING ONTARIO'S MEAT & POULTRY INDUSTRY  
with Laurie Nicol, CareersNow! Meat & Poultry Sector Lead



# Engaging Employers



Download  
the Employer  
Guide [here.](#)

Previously recorded live

Nicole Gallace, Talent Solutions Manager, Foodgrads.com and CareersNOW! Program

Partner

0:23 / 43:44

1x

Making your company inclusive for skilled employees with disabilities

Event by Food and Beverage Ontario

Wed, Nov 30, 2022, 11:00 AM - 12:00 PM (your local time)

Dyson Wells and 2 other connections attending

Share

Amy Proulx and 19 others 2 comments

# You want to grow your workforce. We're here to help.

Food and Beverage Ontario and industry associations have partnered to provide CareersNOW! resources to food and beverage processor employers.

## Jason Crawford

Director, Membership  
& Industry Liaison



# You want to grow your workforce. We're here to help.

Food and Beverage Ontario and Meat and Poultry Ontario have partnered to provide CareersNOW! resources to meat and poultry processing sector employers. A new landing page is making it easy to access qualified jobseekers, hire new talent, and participate in upcoming events.

## Luis Garcia

*Director*

Centre for Meat Innovation  
and Technology  
Meat & Poultry Ontario



Centre for  
Meat Innovation  
& Technology



**Meat &  
Poultry**  
ONTARIO



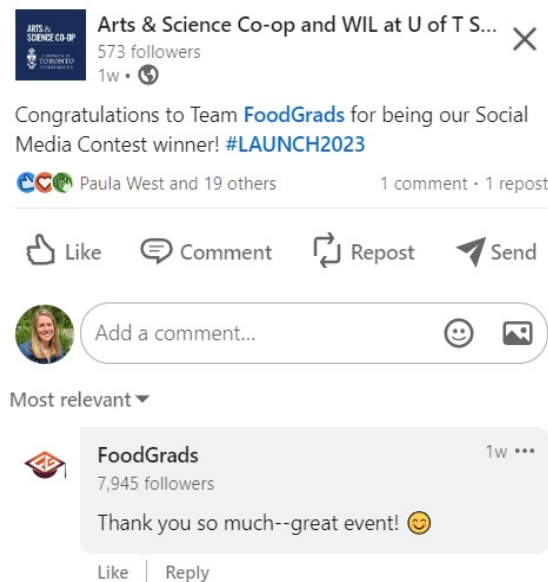
# Post-Secondary Engagement

Participation in at **least 6 in-person or online events (Fall/Winter)**

**Centennial College (June 16)** Alternative Food Careers 30 students registered (Food science and Biotechnology) recorded session and it was shared with 200 more through the student club newsletter.

**Toronto Metropolitan University AdAPT Program (August 15)** Panel on industry careers and opportunities for WIL.

**University of Toronto (Sept 27)** Arts & Science Coop event (In-Person) LAUNCH



# Post-Secondary Engagement

## IVEY Business School

Sustainability Career Panel  
(virtual)

Oct 10, 11-12pm EST

## University of Guelph

Virtual Information Session  
Oct 24, 12-1pm EST

## Niagara College

Virtual Info Session  
TBD

## Conestoga College

Virtual Info Session  
TBD



The graphic features a background of green leaves. A large white circle is centered on the page. Inside the circle, the Dole logo is at the top. Below it, the text "Industry Panel Discussion" is written in a white, cursive font. Underneath that, "THE CANADIAN FOOD AND BEVERAGE INDUSTRY & ESG" is written in a white, sans-serif font. At the bottom of the circle, there are two circular portraits of men. To the left of the portraits is the CAREERSNOW logo, and to the right is the FoodGrads.com logo. Below the portraits, the text "VIRTUALLY, OCTOBER 10TH, 10-11AM EST" is written in a white, sans-serif font.

**Industry Panel Discussion**

THE CANADIAN FOOD  
AND BEVERAGE INDUSTRY  
& ESG

CAREERSNOW

FoodGrads.com

VIRTUALLY, OCTOBER 10TH, 10-11AM EST

# Introduction to Lorraine Pitawanakwat:

Aanii, Boozhoo, Sago,

Lorraine Pitawanakwat dizh na caas.  
Wiikwemkoong doon ji baa.



**I am the Indigenous Outreach and Program Facilitator for the Ontario Native Education Counselling Association (ONECA) and Food and Beverage Ontario's CareersNOW! program.**

Originally from Saskatchewan, I am a proud member of the Wiikwemikoong Unceded Indian Reserve, and a certified Ontario Elementary Teacher for over 20 years with Principal experience both on and off reserve.

# You want to grow your workforce. We're here to help.

Food and Beverage Ontario and the Ontario Native Education Counselling Association has partnered to provide CareersNOW! resources to Indigenous-owned businesses to make it easier to access qualified jobseekers, hire new talent, and participate in upcoming events.

## Lorraine Pitawanakwat

Indigenous Out-Reach  
and Program Facilitator  
ONECA & CareersNOW!



# PROMOTING CAREERSNOW!

Collaborating with the Aboriginal Post Secondary Information Program to attend in-person events and Career Fairs focused on Indigenous Youth in the North:

- Nishnawbe-Aski Nation Student Orientation, Timmins
- West Ferris Secondary School, North Bay
- Chippewa Secondary School, North Bay
- Northern Secondary School, Sturgeon Falls
- F. J. McElligott Secondary School, Mattawa
- N'Bisiing Secondary School, Nipissing First Nation, Descheny



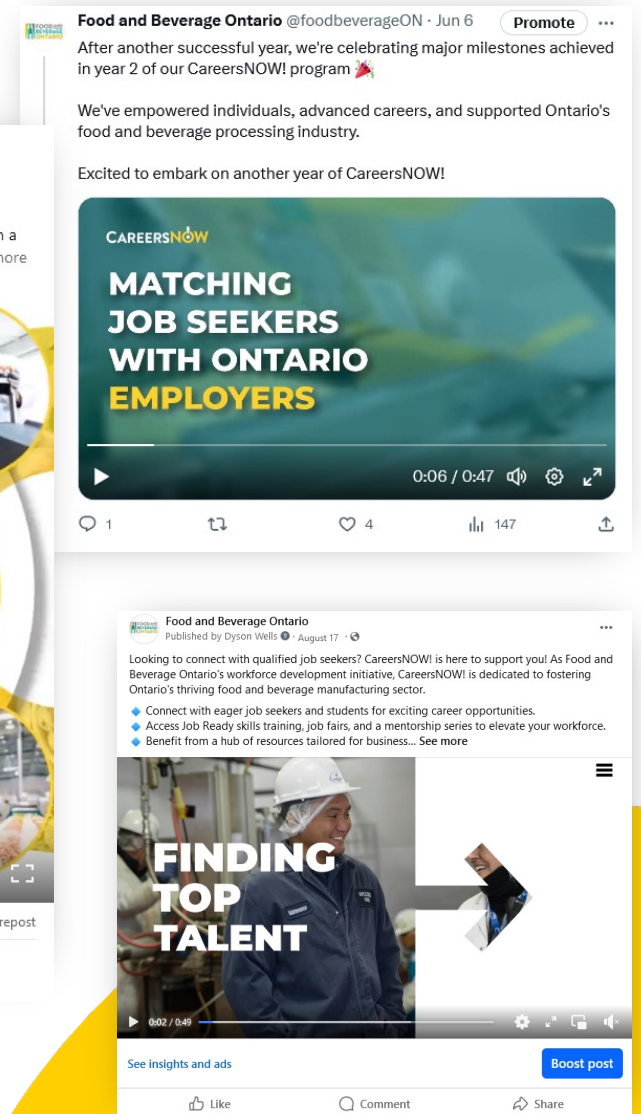
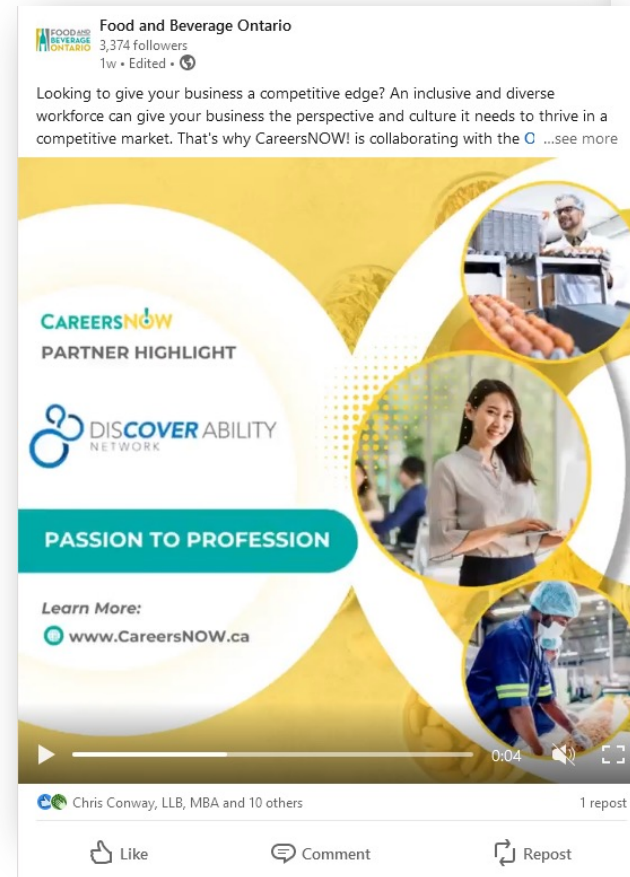
## Reaching out to Indigenous students and jobseekers in Northern Ontario at colleges, universities, high school boards and with First Nation entrepreneurs!

- Parry Sound High School, Parry Sound
- Manitoulin Secondary School, M'Chigeeng First Nation
- Wasse Abin Wikwemikong High School, Wikwemikong Unceded Indian Reserve
- Kenjgewin Teg Career & Educational Expo, M'Chigeeng
- Rainbow District & Sudbury Catholic District School Board, Sudbury
- Barrie District



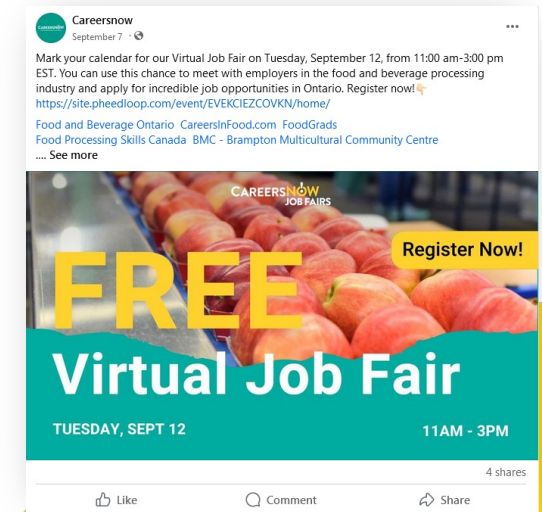
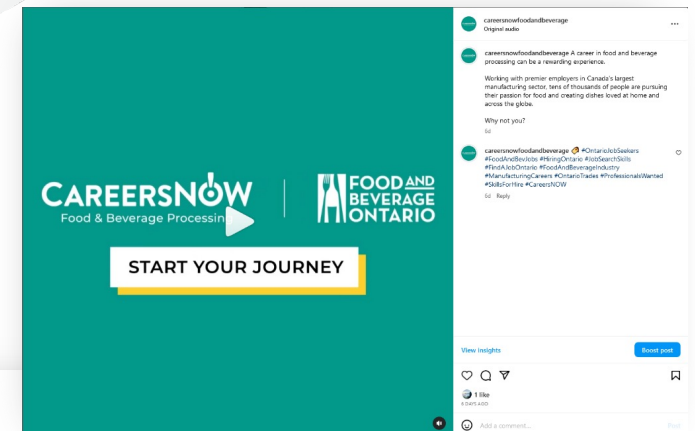
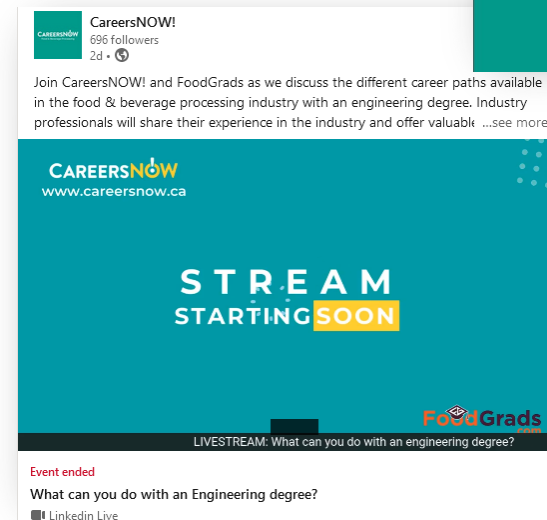
# Food and Beverage Ontario Social Media

Connecting and engaging with Ontario's food and beverage processors with content on the capabilities of CareersNOW! to meet industry employment and awareness needs head-on.



# CareersNOW! Social Media

Focusing on engaging Ontario students and jobseekers with content that is tailored to encourage use of the program resources such as job fairs, Job Ready Skills Training, career coaching, and livestreams events.





## CareersNOW! MARKETING CAMPAIGN

# Future Funding & CareersNOW! Expansion

Preparing for a Food and Beverage Ontario and project partners' submission to the Skills Development Fund that incorporates input from the Advisory Council.

- Expand the employer engagement strategy
- Assess opportunities to connect with youth at the secondary school level.
- Explore new ways to engage students through targeted off-campus events (e.g., job shadowing, networking), contests.
- Incorporate a WIL Employer Strategy to raise awareness and facilitate connections for students and businesses.
- Increase efforts to target underrepresented groups i.e., Indigenous People, People with Disabilities, Women

Skills Development  
Fund (April 1, 2024 –  
March 31, 2025)

Looking for new opportunities to expand the program beyond Ontario.

# Advisory Council: Staying Informed & Providing Input



[@CareersNOWFoodAndBeverage](#)



[@CareersNOWFoodAndBeverage](#)



[Linkedin.com/showcase/CareersNOWFoodAndBeverage](#)



Advisory Council Survey (link provided)

CAREERSNOW

## CareersNOW! Advisory Council Brief

Brought to you by  
Food and Beverage Ontario



### Advisory Council Members

Thank you for your patience as we finalize details for the **CareersNOW! Advisory Council meeting on Tuesday October 17**. We know it is a very busy time and we have had a few requests to attend the meeting virtually.

We do very much value your time and don't want to lose the opportunity to share program updates and gather your feedback! With this in mind, we have decided to host the meeting exclusively over Zoom to maximize your time and participation.

The calendar invite will be updated today with a Zoom link and agenda.

We look forward to also meeting in-person on May 30, 2024 at Steam Whistle Brewery. You will be invited to join Food and Beverage Ontario's Annual Conference directly after the Advisory Council meeting.



# Thank you!

## Visit [careersnow.ca](https://careersnow.ca)

