

## Gemma's Radio Show - Bluewater Radio, Hanover, ON - 14-Oct-14 - 6:00-7:00 pm

### 1. What are the different pathways/careers that can be explored within the industry? (BREN)

- *There are 3000 food and beverage manufacturers in the Province of Ontario - 68% of those are under 20 employees - the needs vary from career opportunities... from the unique hands-on small entrepreneur to the highly automated establishment...*
- *Entrepreneurial- creative and business minded*
- *Food Safety - Government Inspections*
- *Roles in-house -Training/HR, H&S/marketing and branding (tradeshows and culinary demonstrations)/social media (FB-LinkedIn-Twitter)/PR/customer-supplier management/accounting - contract negotiations/exporting (maple syrup - around the world sales - business differences from country to country (ie. Japan vs South America)/CI/Operations/Purchasing (sourcing materials from around the world)/Transportation/Shipping and Receiving*
- *Service Industries Supporting Manufacturing (non-direct/supply chain and logistics/equipment repair, maintenance and fabrication/sanitation and pest control/design of equipment/certification bodies - for regulatory requirements we need to meet)*
- *Positions are constantly evolving and changing... the image of manufacturing is quite different than days of old - highly innovative, technical, automated, clean and improved on an ongoing basis to meet efficiency and customer demand expectations...*

## Types of Jobs Available

- Production Workers, Supervisors, Shop Floor Personnel
  - Entrepreneur
  - Management – President, VP, General Manager, Operations, Plant Management
  - Administrative, Data Control
  - Human Resources, Payroll, Benefits Administration
  - Health and Safety and Wellness
  - Analytics, Technologist, Quality Control
  - Procurement, Shipping, Receiving, Warehousing
  - Research & Development & Innovation
  - Lean Management and Continuous Improvement
  - Maintenance, Welding, Pipefitter, Electrician
  - Energy and Wastewater Management
  - Sustainability and Environmental
  - Sales, Marketing, Branding, Communications, Social Media
  - IT, Equipment, Processes
  - Certifications, Regulations, Auditors, Legal
  - Service Industries to Manufacturers
- Etc. Etc. Etc.!!!



**2. What occupations are most needed in the food manufacturing industry in the four county region? (Bruce/Grey/Huron/Perth) (SUSAN)**

*Most candidates are not aware of the opportunities available within this sector and subsequently leave the region to find jobs...*

*Project submitted by IFPT to match rural youth to jobs - was a free initiative...*

*Food Safety*

**3. What type of training is involved for those looking to pursue a career in food manufacturing? (SUSAN)**

*IFPT - Apprenticeship Program, Food Processing Technician Diploma, Food Safety and Quality Assurance Graduate Certificate and part time programs in Operations, Supervision and Sanitation*

*Food Science Degrees*

*Culinary Innovation and Food Technology, Niagara College*

*Food & Beverage Ontario - developing a list of food related courses in Ontario*

## **Skill Sets Needed (Soft Skills):**

- Oral and Written Communication
- Sales and Operations Planning
- Problem Solving
- Detailed Oriented
- Computer Skills
- Integrity
- Troubleshooting
- Team-Oriented
- Strong Leadership
- Self-Starting/Self-Motivating



#### 4. Are job shadows/workshops available in the area for those pursuing manufacturing to take part in? (BREN)

- *EMC Events - gives exposure to facilities and to Managers who can provide an overview of interesting career roles within Manufacturing (ie. MacLean's Ales here in Hanover just hosted a wonderful EMC Food Sector Networking Event which included an overview of the company and plant tour. It gave participants the opportunity to learn about a specialized product, unique processes, see state of the art equipment, discuss labour needs, etc.)*
- *There are always companies looking to fulfill workforce needs and willing to share what they are looking for in terms of skill sets and available positions*
- *Food Safety concerns might prohibit some plant exploration (ppe requirements very strong)*
- *Doors Open - Family Days (gives those interested a chance to learn about products, processes and types of jobs within that particular setting)*
- *Co-ops and Summer Student positions lend great insight to potential long-term career choices*

### Starting your Journey:

- **University** – Business, Sciences, Math, etc.
- **College** – Manufacturing Related Courses (GMP)
- **Apprenticeship Programs** (Food Safety, Electrical)
- **Training Courses** – Lean Management
- **Mentorship** – Develop a Relationship
- **Volunteer** – Work in a Facility
- **Student Co-Op's**
- **Participate** – Kincardine Robotics Team
- **Family Days and Open Houses** – Tour Plants
- **Conferences and Tradeshows** - Learn



- *Manufacturers in general are keen to create an interest in light of the aging population and growing worker shortage*
- *If there is interest - certainly feel free to contact EMC for information on setting up a Workshop in the area... we'll invite local Manufacturers, have Susan up, and other supporting organizations*

*and share as much insight as we can regarding positions and potential career paths, education, Apprenticeship opportunities, etc....*

## **5. What are some of the lesser known careers available in the industry? (BREN)**

- *Regulatory Affairs (Constantly changing world - customers and suppliers come from around the globe - need to stay abreast of all the different aspects of producing a product from a legislative standpoint)*
- *Lab opportunities - Research - Technical*
- *Chef or Technical Related - (Research Chefs Association - Niagara Culinary College - Liaison College)*
- *Research and Development - Product (Importance of understanding consumer trends ie. Health and Wellness, Gluten free, Organic, etc.)*
- *Research and Development - Equipment/Design (Need more Canadian designed equipment - right now, most in the food industry comes from Europe - we need to make that happen here in Canada)*
- *GFSI - Sustainability (Walmart) - Looking at Corporate Social Responsibility and ways in which we can reduce energy, water usage, analyze packaging needs, our impact on waste management and reduction thereof.*
- *Energy Management - mitigating and managing costs and looking for opportunities (ie. Energy Management Best Practices - Campbell Company in Toronto looked at waste leakage from their steam traps - by stopping that leakage, the company saves thousands and thousands of dollars... lighting retrofits decreased energy costs... sourcing energy that works best with the processes...)*
- *Packaging - Innovation in the packaging field has been tremendous and continues to evolve to more eco-friendly and bio-degradable components, to strength for continued use, and re-use etc.*

## **6. What are some of the most challenging aspects of a career in the food manufacturing industry? (BREN)**

- *Staying innovative*
- *Environment - cold/hot - ppe*
- *Safety - multi-level from raw material to customer - permeates every level of an organization*
- *Tracking and Traceability - record keeping - especially important from a food safety and certification compliance standpoint*
- *Ongoing legislative and certification requirements*
- *Competitiveness and retail pressure coupled with rising costs (ie. Energy)*

- *We need to change the old image of manufacturing to that of a highly innovative, automated and challenging career choice it is to attract people to the sector*

## **7. Are there any changes to the industry that you would like to see? (SUSAN)**

*Promoting the industry at large (GLMC image task)*

*Campaign to change image*

*Local food promotion - selling feature*

## **8. Any advice for those beginning to pursue an education in food manufacturing or starting a career in the industry? (BREN & SUSAN)**

*Explore the environment that you want to work in...*

*Take advantage of: Mentoring*

*Job Shadowing*

*Summer Positions*

*Volunteering*

*Family Day Participation*

***ASK THOSE WORKING IN THE FIELD: What's your biggest career challenge?***

***ASK THOSE WORKING IN THE FIELD: What do you like most/least about your job?***

*Never underestimate the importance of talking and networking - get on LinkedIn - stay in touch with people, follow groups related to the sector you are interested in, etc.*

***CALL TO ACTION: EMC - Take part in Food Sector Events/plant tour participation***

***IFPT - Visit pilot plant***

## Endless Opportunities:

- Career advancement
- Ongoing training
- Innovative projects
- Cross-training
- Valued ideas
- Technology
- Canada-wide/worldwide opportunities
- Team building and Leadership development
- Challenging and innovative environment



## Endless Opportunities:

***Manufacturers are at the forefront of global competition, innovation and technological change!***

**What an amazing career choice!**



### **CONTACT INFORMATION:**

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## **Excellence in Manufacturing Consortium (EMC) / Canadian Manufacturing Network**

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