

Workforce Focus

From the Elgin, Middlesex, Oxford, Local Training Board.

In this Issue:
Sector Profile:

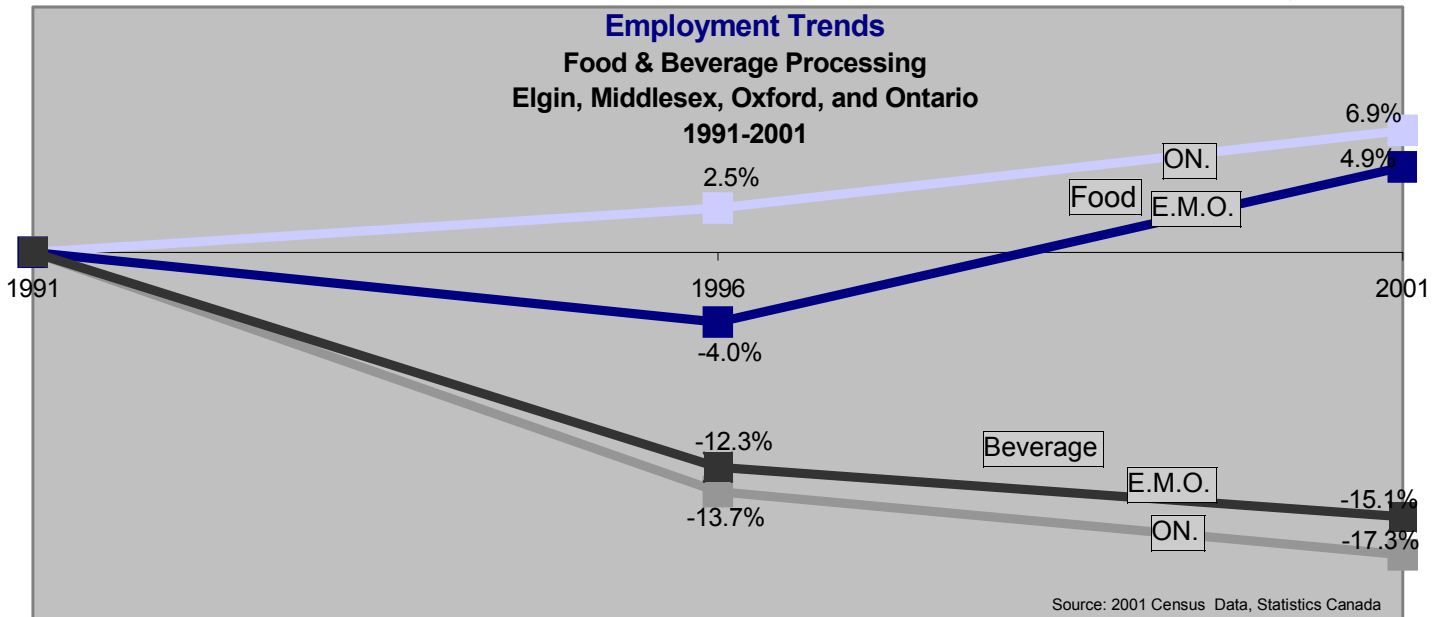
- **Food & Beverage Processing**

Size of Food & Beverage Processing Workforce in Elgin, Middlesex, Oxford:
5,920

Share of Ontario's Food & Beverage Processing Workforce:
7.4%

The food and beverage processing workforce is the second largest manufacturing sector of the region, just ahead of fabricated metal products (5,485 workers), but well behind transportation equipment (20,125 workers).

Source: 2001 Census Data, Statistics Canada



Source: 2001 Census Data, Statistics Canada

Food and Beverage Processing have experienced different employment trends since 1991. Both this region and the province have experienced increased employment levels in food processing, while beverage processing in both regions has dropped significantly. Food processing in this region did dip in employment between 1991 and 1996, but has since recovered to beyond 1991 levels.

Employment Compositions Elgin, Middlesex, Oxford, 2001

Population Group	Food & Beverage Processing	All Occupations
Males	60%	53%
Females	40%	47%
Visible Minorities	16%	18%
Aboriginals	1%	1%
Francophones	2%	5%
Recent Immigrants	3%	7%

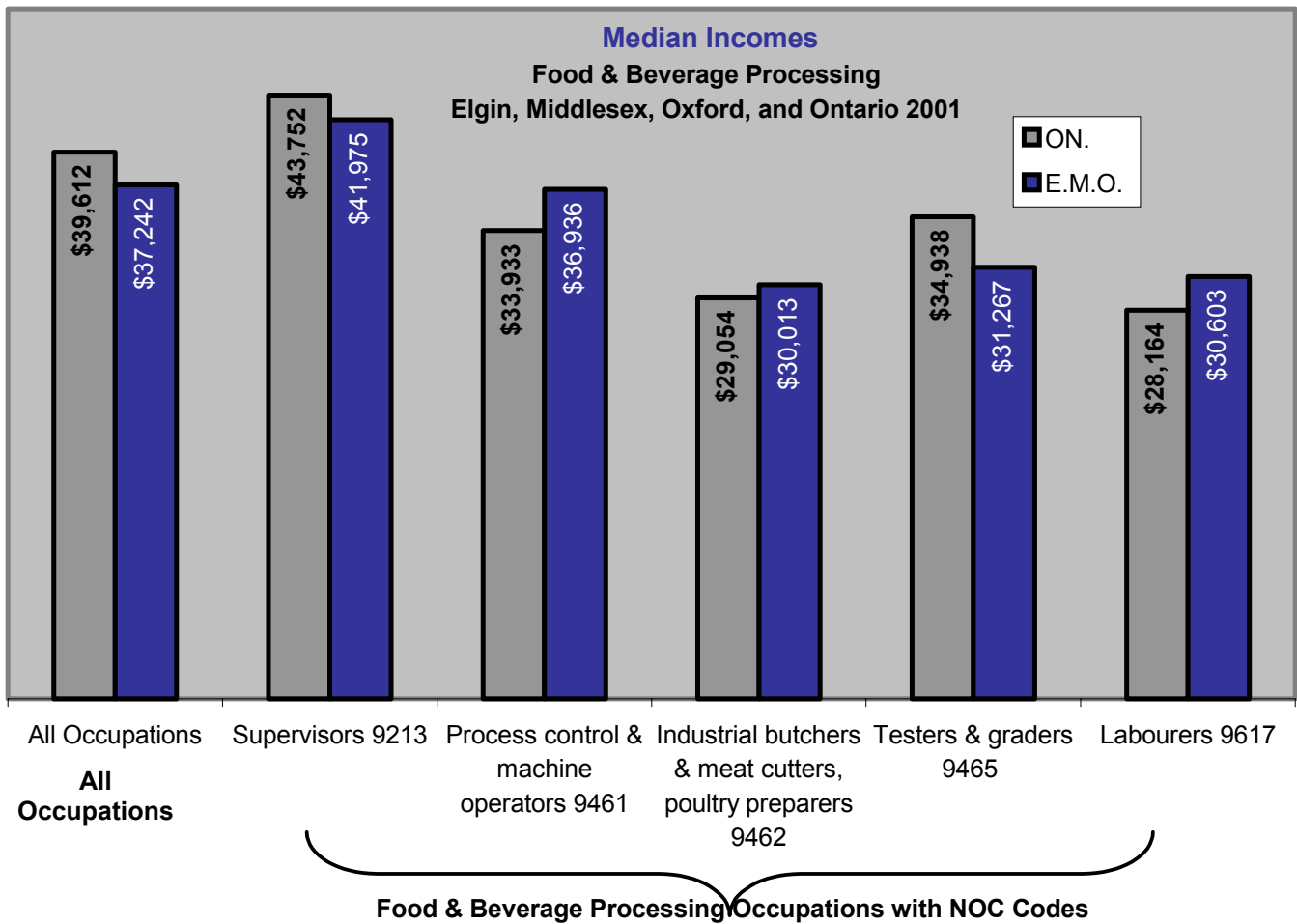
Source: 2001 Census Data, Statistics Canada

Workforce Faces

The food and beverage processing industry is more male dominated than the overall workforce, yet more balanced than other manufacturing sectors. Province wide, particularly in Toronto, the food and beverage sector is largely composed of recent immigrants and visible minorities. The opposite trend is experienced in this region, where these groups make up 25% of the overall workforce but only 19% of the food and beverage processing sector.



For more information please contact The Local Training Board at:
705 Consortium Court, London ON N6E 2S8 (519) 672-3499 info@localboard.



Source: 2001 Census Data, Statistics Canada

Income Comparisons

The median income represents the middle mark, where half of the workers in that occupation earn more and half earn less. The following are notable characteristics of food and beverage processing incomes.

- Supervisors are the only food & beverage processing occupation which make more than the 'all occupations' median.
- This region's workers earn more than their provincial counterparts in three out of five occupations.
- Press control & machine operators earn the most of non-supervisor occupations in this region.

Lagging Wages

Food and beverage processing wage rates on average lag behind those of the rest of the industrial sector. Where there is a tight labour supply, it may be difficult to retain workers who could be attracted to other manufacturing sectors that pay better.

Intensive Baking

Wages and salaries for baking are nearly 30% of total production costs, making it the most labour cost intensive of all food sub sectors.

Source: The Alliance of Ontario Food Processors, 2005

County Strengths

Elgin, Middlesex, Oxford, 2001

County	Food & Beverage Processing Jobs in the county	Location Quotient (Jobs)	Export (-) / import (+) of county workers	Comparative strengths
Elgin	105	Low .24	-360	<ul style="list-style-type: none"> • Fish • Wine
Middlesex	3620	High 1.42	-215	<ul style="list-style-type: none"> • Brewery • Flour preparation • Dairy • Meat & Poultry
Oxford	1265	High 2.11	+170	<ul style="list-style-type: none"> • Fruit & Vegetable • Dairy • Meat & Poultry

Source: 2001 Census Data, Statistics Canada

Elgin county has a very small food and beverage processing sector. The location quotient indicates the share of a region's population working in a sector compared to that of the province. There are however 360 more people in Elgin county who are employed in the sector but work outside of the county. St. Thomas residents commuting to London most likely contribute to this figure. At the same time there are over 200 hundred people in Middlesex county who are employed in this sector and work outside of the county. The greatest comparative strength for a region is the Brewery sub-sector of Middlesex county with Labatt's large workforce. Oxford county is strong in several areas of food processing.

Succession Planning

The average age of workers in the food and beverage processing sector is only slightly higher than that of the overall workforce. However, when looking at age distributions, there are significantly more older workers than younger workers in this sector compared to the overall levels. Attracting young workers to the sector is a human resources challenge.

Human Resource Characteristics

Ontario, 2005

Sub-Sector	Skills currently sought by employers	Average starting wage for unskilled labour
Grains/ Oil seeds	Trades	\$10.81
Fruits & Vegetables	Quality control, warehousing, millwrights, line mechanics, sales	\$9.82
Bakeries	General labour	\$7.84
Meat Products	Dedication, agricultural background	\$9.75

Source: Middlesex County Economic Development, 2005

Employment Composition

Nearly half of the food and beverage workforce is employed in occupations common to all manufacturing. Labourers are the largest group followed by machine operators. One third of the workforce is employed in management, supervision, administrative, sales or service functions.

Source: The Alliance of Ontario Food Processors, 2005

Filling the Position

Vacancies for unskilled labour tend to be filled fairly easily with most employers able to fill a vacancy within 1 month. Bakeries indicated that they were able to fill any type of vacancy within 1 month whether it was for unskilled, skilled or professional labour. It took slightly longer for processors in the meat products category to fill vacancies for unskilled labour with only 63% indicating these vacancies were filled in less than 1 month. Unskilled labour within these four sectors was often trained on the job alongside another employee.

Source: Middlesex County Economic Development, 2005

Education Lagging

The food and beverage processing workforce is not well educated compared to the general workforce. A projection of current trends indicates that the education achievement gap between this sector and the rest of the workforce is likely to increase rather than close over time.

Source: The Alliance of Ontario Food Processors, 2005

On-site Training

Average number of hours per year spent on training:

- Fruit and Vegetable 9 hours
- Dairy 38 hours
- Meat/ Seafood 20 hours
- Baking 29 hours

Source: The Alliance of Ontario Food Processors, 2005

Food & Beverage Educational Attainments

% distributions by select highest education level obtained
Elgin, Middlesex, Oxford, and Ontario 2001

	All	Food & Beverage Processing Workers Occupation with NOC Code			
* The first number is for this region; the number in brackets represents Ontario.	All Occupations	Supervisors 9213	Process control & machine operators 9461	Industrial butchers & meat cutters	Labourers 9617
Less than Grade 9	3% (3)	0% (6)	0% (11)	19% (18)	14% (15)
Secondary School Graduation	17% (15)	30% (23)	30% (25)	31% (22)	27% (26)
Trades Certificate	4% (4)	0% (4)	5% (4)	0% (2)	0% (3)
College Diploma	29% (25)	19% (20)	11% (13)	9% (12)	13% (11)
University Degree or Higher	18% (24)	13% (13)	5% (5)	0% (2)	6% (4)

Source: 2001 Census Data, Statistics Canada

Examining Credentials

The educational table presents only the five most significant levels of education, resulting in the missing percentages. Education levels of food and beverage processing workers in this region are very comparable to those of the province. Supervisors and process control & machine operators of this region stand out at the high school level. Virtually none have less than grade nine and a greater share have a high school diploma than their provincial counterparts. College and university graduates are typically a minority in this sector.

Canada

SEE MORE LABOUR MARKET INFORMATION
ON THE WEB AT WWW.LOCALBOARD.ON.CA

Ontario

THE VIEWS EXPRESSED IN THIS DOCUMENT DO NOT NECESSARILY REFLECT THOSE OF THE GOVERNMENT OF CANADA OR THE GOVERNMENT OF ONTARIO.