

A CAREER GUIDE FOR THE
**AGRICULTURE
& AGRI-FOOD
SECTOR**
IN WINDSOR-ESSEX



- ▶ Learn more about the **IN-DEMAND CAREERS** offered in the agriculture and agri-food sector.
- ▶ Learn how to transfer your **SKILLS AND EXPERIENCE** to the agriculture and agri-food sector.

workforce
WindsorEssex
YOUR LOCAL EMPLOYMENT PLANNING COUNCIL

www.workforcewindsor.essex.com



ACKNOWLEDGEMENTS

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HOW DID WE DO?

We invite your feedback on all publications produced by Workforce WindsorEssex.

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ABOUT

Workforce WindsorEssex is a workforce and community development board. Our mandate is to plan, facilitate, and advocate for regional workforce development, defined as the development, retention, and recruitment of a wide range of skilled workers to meet the current and future economic and social development needs of Windsor-Essex.

We are an experienced leader in the development of regional labour market tools, research and guides that save others time, money and effort. These resources, created in close coordination with employment, education and industry partners, are designed to help job seekers, employers, students, and educators, as well as the community make more informed labour market decisions using locally responsive, data-rich and unbiased resources.

Resources for Jobseekers



WEjobs

Submit your resume to our database
Sign up for job posting emails



WEsearch

Connect with local programs and services
Learn about apprenticeships and training



WEexplore

Find up-to-date job postings by profession
Discover career paths, profiles and blogs



WEmap

Explore jobs and services around the region

Resources for Community



WEdata

Request local statistics
Access local labour market information



WEsearch

Find local programs for businesses, students
and job seekers



WEexplore

Find information on in-demand jobs
Discover career paths, profiles and blogs



WEjobs

Learn more about job postings, volunteer
opportunities and local training

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ABOUT THIS GUIDE

In Windsor-Essex, most families enjoy three meals a day without giving a second thought to where their food came from or the actual individuals involved in making sure this food is always readily available. Many may not be aware that our region is home to one of the most vibrant agricultural clusters in Canada, producing and delivering food that is consumed in Windsor-Essex and all over North America. Our region hosts the highest concentration of greenhouses in both Canada and the U.S., and is continuing to grow and diversify due to new subsectors, including advancements in agricultural technology and automation, and cannabis production.

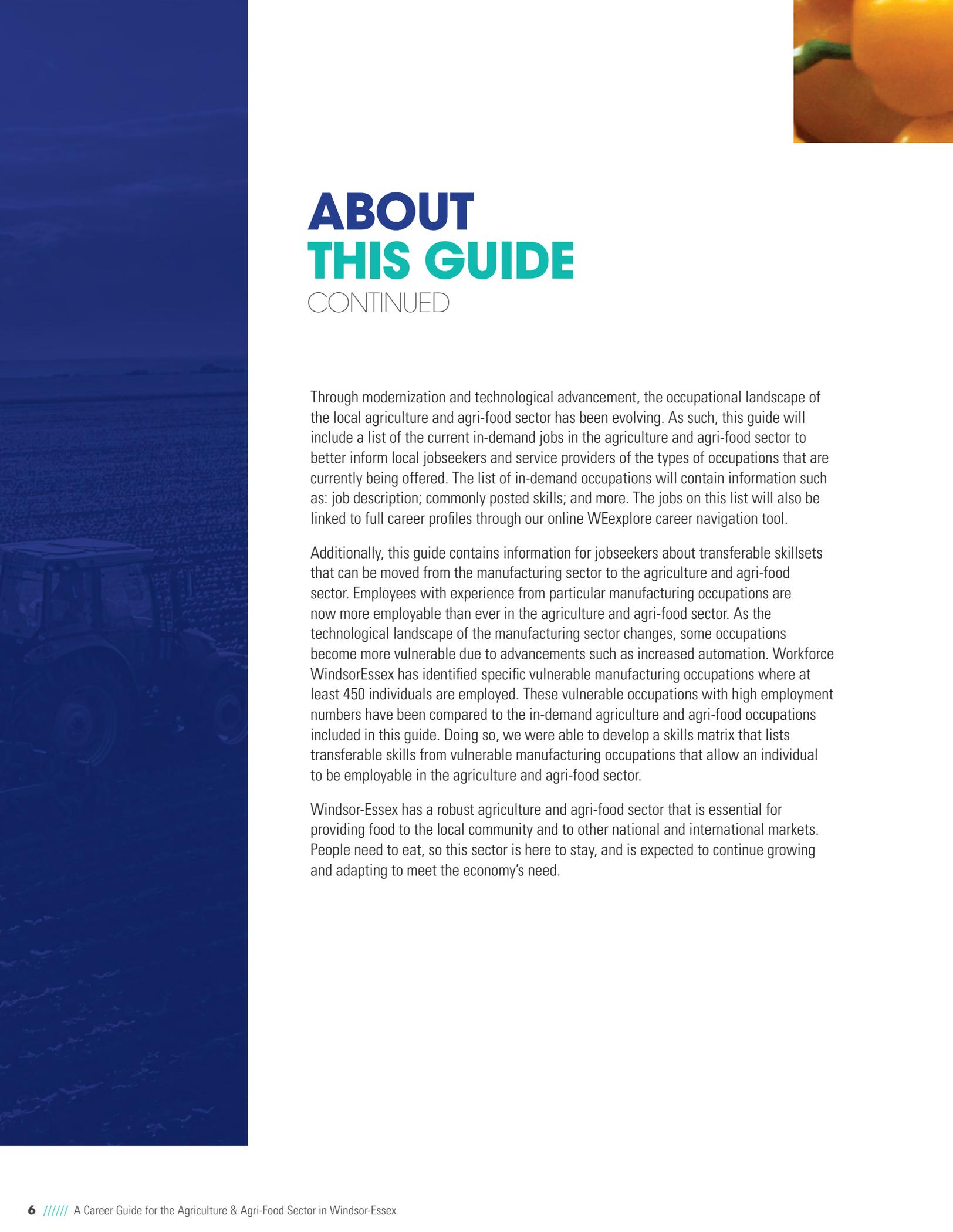
So this begs the question: who are the people working in this sector? What kinds of jobs are being created today, and what career possibilities will be in-demand tomorrow?

Over the past few months, Workforce WindsorEssex has been consulting with employers in the agriculture and agri-food sector. We are sharing what we heard from these consultations to provide jobseekers in Windsor-Essex a more substantial understanding of our local agriculture and agri-food sector.

This guide provides an overview of the agriculture and agri-food sector in Windsor-Essex, which will include defining the specific subsectors responsible for producing food in Windsor-Essex. Its main objectives are to:

- ▶ Provide up-to-date local labour market information on Windsor-Essex's agriculture and agri-food sector;
- ▶ To educate students, jobseekers, and other interested parties who wish to learn more about career opportunities in the sector and the skillsets required for these positions; and,
- ▶ Provide information to local education and training institutions to guide them in developing future training programs.

In recent years, our local agriculture and agri-food sector has experienced modernization and technological advancements. For example, many greenhouse operations are now able to grow their products, year-round. This is due to the technological advancements in heating, lighting, temperature control, etc. Many employers have also introduced forms of automation into their production processes, which allows for greater production yields and more efficient production procedures. In turn, this allows companies to relocate knowledge and manpower to other areas of their business and potentially to expand into new areas of the agriculture and agri-food sector. ▶



ABOUT THIS GUIDE

CONTINUED

Through modernization and technological advancement, the occupational landscape of the local agriculture and agri-food sector has been evolving. As such, this guide will include a list of the current in-demand jobs in the agriculture and agri-food sector to better inform local jobseekers and service providers of the types of occupations that are currently being offered. The list of in-demand occupations will contain information such as: job description; commonly posted skills; and more. The jobs on this list will also be linked to full career profiles through our online WExplore career navigation tool.

Additionally, this guide contains information for jobseekers about transferable skillsets that can be moved from the manufacturing sector to the agriculture and agri-food sector. Employees with experience from particular manufacturing occupations are now more employable than ever in the agriculture and agri-food sector. As the technological landscape of the manufacturing sector changes, some occupations become more vulnerable due to advancements such as increased automation. Workforce WindsorEssex has identified specific vulnerable manufacturing occupations where at least 450 individuals are employed. These vulnerable occupations with high employment numbers have been compared to the in-demand agriculture and agri-food occupations included in this guide. Doing so, we were able to develop a skills matrix that lists transferable skills from vulnerable manufacturing occupations that allow an individual to be employable in the agriculture and agri-food sector.

Windsor-Essex has a robust agriculture and agri-food sector that is essential for providing food to the local community and to other national and international markets. People need to eat, so this sector is here to stay, and is expected to continue growing and adapting to meet the economy's need.



WHAT IS THE WINDSOR-ESSEX AGRICULTURE AND AGRI-FOOD SECTOR?

Firstly, it is important to define what this guide will be referring to as the agriculture and agri-food sector. Whereas more classic agriculture sector production operations such as farms, greenhouses, and fisheries are viewed as the main providers of food and other agricultural products, they are not the only businesses or agencies responsible for making food. As such, this guide will include subsectors that while within the manufacturing sector, still provide necessary food production and contribute to a wider network of food production in Windsor-Essex than is simply found in the agriculture sector alone.

For the purposes of this guide, we will not only be reviewing subsectors classified under the North American Industry Classification System (NAICS) as 11 – Agriculture, forestry, fishing and hunting, but also two subsectors in the manufacturing sector. These manufacturing subsectors are 311 – Food manufacturing and 312 – Beverage and tobacco manufacturing.

For further clarification the main subsectors we will be reviewing are at a 3-digit NAICS level. These subsectors are as follows:

111-112: Farms (including crop production and animal production)

This subsector accounts for all crop production, which includes greenhouse vegetable and cannabis crop production, and our local animal production industry, including fishing. This subsector includes jobs such as nursery and greenhouse workers and harvesting labourers.

115: Support activities for agriculture and forestry

This subsector includes all support activities for both crop production and animal production. This subsector includes occupations such as general farm workers and transport truck drivers.

311: Food manufacturing

This subsector represents establishments that are primarily engaged in producing food for human or animal consumption. This subsector includes businesses such as food processing plants and jobs such as labourers in food and beverage processing, industrial mechanics, and material handlers.

312: Beverage and tobacco manufacturing

This subsector contains establishments that manufacture beverage and tobacco products, which include businesses such as wineries and breweries. This subsector was also recently modified to include the new industry grouping, “cannabis product manufacturing” and includes occupations such as food and beverage processing, winemakers, and material handlers.

As stated in the introduction of this report, Windsor-Essex has a robust agriculture and agri-food sector that is essential for providing food to not only our immediate region, but internationally as well. The following section of this guide will outline some of the statistics from Windsor-Essex’s agriculture and agri-food sector. This section of the guide will help highlight the vast importance of this sector to Windsor-Essex’s overall economy and workforce landscape.

WINDSOR-ESSEX AGRICULTURE AND AGRI-FOOD SECTOR STATISTICS

Employment by 3-Digit NAICS Code in the Agriculture and Agri-Food sector in Windsor-Essex¹:

North American Industry Classification System (NAICS) Codes	# of Individuals Employed in 2016	# of Individuals Employed in 2018	Absolute Change	% Change
111-112 – Farms (including crop production and animal production)	3,584	3,533	-51	-1.4%
115 – Support activities for agriculture and forestry	140	136	-4	-2.9%
311 – Food manufacturing	1,956	2,181	225	11.5%
312 – Beverage and tobacco manufacturing	1,029	1,088	59	5.7%

This table shows the number of individuals employed in Windsor-Essex’s agriculture and agri-food sector. As you can see, the number of individuals employed on farming operations such as classic farms and greenhouses has remained fairly steady since 2016, only experiencing an overall workforce loss of 55 employees over the past two years. Windsor-Essex has also seen growth in both the food manufacturing and beverage and tobacco manufacturing subsectors. Consultations with local employers from these subsectors also indicate they are expecting growth in the future. This growth can be attributed to many factors, including the introduction of automation to make processes more efficient and expansions of businesses and operations currently located in Windsor-Essex.

¹Emsi Analyst 2019.1



Through employer consultations, we have learned that businesses located in these subsectors are constantly scouting for new employees with skillsets that are geared towards the agriculture and agri-food sector. Many of these employers look for local candidates, and have made mention that the Horticulture Technician program at St. Clair College and the Earth and Environmental Sciences program at the University of Windsor are both used for sources of candidates. However, employers stressed the need for more educational programs to be made available that are specifically aligned with the types of work being done in Windsor-Essex. Some programs and/or faculties mentioned by employers that have been used to recruit new employees are as follows:

- ▶ Associate Diploma in Horticulture, University of Guelph, Ridgetown Campus
- ▶ Food Science Technology Advanced Diploma, Centennial College
- ▶ Winery and Viticulture Technician, Niagara College Canada
- ▶ Faculty of Agriculture, Dalhousie University

It can sometimes be difficult for local employers to have to look to outside educational programs to find candidates with specific skillsets necessary for the occupations they need to fill. Employers have mentioned that they scout locations as far away as the Netherlands for potential employees. It was a common agreement among consulted local employers that it would be appreciated if more programs were developed to address the current skills gap in Windsor-Essex for the agriculture and agri-food sector. These programs should include aspects of experiential learning, so that students have the chance to learn about specific processes and get hands-on experience in operations located in Windsor-Essex's agriculture and agri-food sector.

Some efforts have already been made locally to address this gap in education. For example, the Faculty of Science at the University of Windsor introduced a certificate program in January 2018, which allows students in the faculty to take 10 courses focused on problems identified by industry partners in the agriculture and agri-food sector. Industry partners that have already agreed to support the program represent employers in agriculture, wine, and craft beer and distilling industries.^{2,3}

These are all industries that are very important to the overall agriculture and agri-food sector in Windsor-Essex. The program will equip students with a variety of skills that address exactly what employers in the sector are looking for. Many employers in the agriculture and agri-food sector value the specific skills prospective employees possess more than their educational credentials. According to consultations with employers, many employees currently in the agriculture and agri-food sector have no postsecondary education and have gained their skills through years of experience and first-hand learning on-the-job.

²Windsor Star, "U of Windsor science students to help industry through unique program," Windsor Star, last modified January 9, 2018, <https://windsorstar.com/news/local-news/u-of-windsor-science-students-to-help-industry-through-unique-program>

³University of Windsor Extension Science Program – Faculty of Science.

of Windsor-Essex Employers by 3-Digit NAICS code in the Agriculture and Agri-Food sector in Windsor-Essex⁴:

North American Industry Classification System (NAICS) Codes	# of Employers with employees as of December 2018 in Windsor-Essex	% of Total Employers (all industries) in Windsor-Essex	# of Employers with employees as of December 2018 in Ontario	% of Total Employers (all industries) in Ontario
111-112 – Farms (including crop production and animal production)	299	2.64%	7,351	1.56%
115 – Support activities for agriculture and forestry	20	0.18%	766	0.16%
311 – Food manufacturing	49	0.43%	2,122	0.45%
312 – Beverage and tobacco manufacturing	27	0.24%	504	0.11%

This table shows the percentage of agriculture and agri-food related businesses with at least one employee located in Windsor-Essex, compared with the rates for Ontario. As one can see, these businesses account for a larger makeup of the entire business landscape in Windsor-Essex than compared to the provincial rate. The only subsector that has less representation by percentage in Windsor-Essex than Ontario is the food manufacturing subsector. However, this will likely change, and the percentage of food manufacturers in Windsor-Essex should soon surpass the percentage of food manufacturers in Ontario. The rate of growth between December 2016 – December 2018 for food manufacturers in Windsor-Essex was 11.5%, while the growth rate in Ontario was only 5.21%. (Statistics Canada Business Counts). This is a positive sign that employers in this subsector will need more employees as new operations are set up or current existing operations are expanded.⁵

The Leamington CA area (Leamington and Kingsville) is widely known for its large concentration of greenhouse operations. The area has been rapidly growing in recent years and contains over 60% of Ontario's greenhouses, the largest concentration of greenhouses in both Canada and the U.S.⁶ The rapid growth of this area means that new greenhouses will have to be constructed, or existing greenhouses may have to be retro-fitted to support a new type of crop production, such as cannabis. This new demand for construction will likely raise the demand for jobs like carpenters, concrete finishers, and welders.

⁴Statistics Canada, Canadian Business Counts, December 2018. ⁵Ibid.

⁶Windsor Essex Economic Development Corporation, www.choosewindsor-essex.com/leamington

WINDSOR-ESSEX AGRICULTURE AND AGRI-FOOD SECTOR STATISTICS

% Change in # of Agriculture and Agri-Sector Businesses in Windsor-Essex
(with and without employees)^{7,8,9}

North American Industry Classification System (NAICS) Codes	# of Businesses as of December 2014	# of Businesses as of December 2016	# of Businesses as of December 2018	Overall % Change
111-112 – Farms (including crop production and animal production)	1,685	1,475	1,564	-7.18%
115 – Support activities for agriculture and forestry	69	69	76	10.14%
311 – Food manufacturing	73	69	78	6.85%
312 – Beverage and tobacco manufacturing	29	35	39	34.48%

The table above shows the number of businesses located in agriculture and agri-food subsectors in Windsor-Essex, with and without employees. The table shows that each subsector listed, except for beverage and food manufacturing, experienced a slight decrease in the number of businesses from 2014 to 2016. However, we can see that of those subsectors that did decline in numbers from 2014 to 2016, the same subsectors have recovered, recording growth from 2016 to 2018. The growth in the beverage and tobacco manufacturing industry has been especially great during this timeframe, and we can expect to see occupations employed by these subsectors to stay consistent or increase in the next few years.

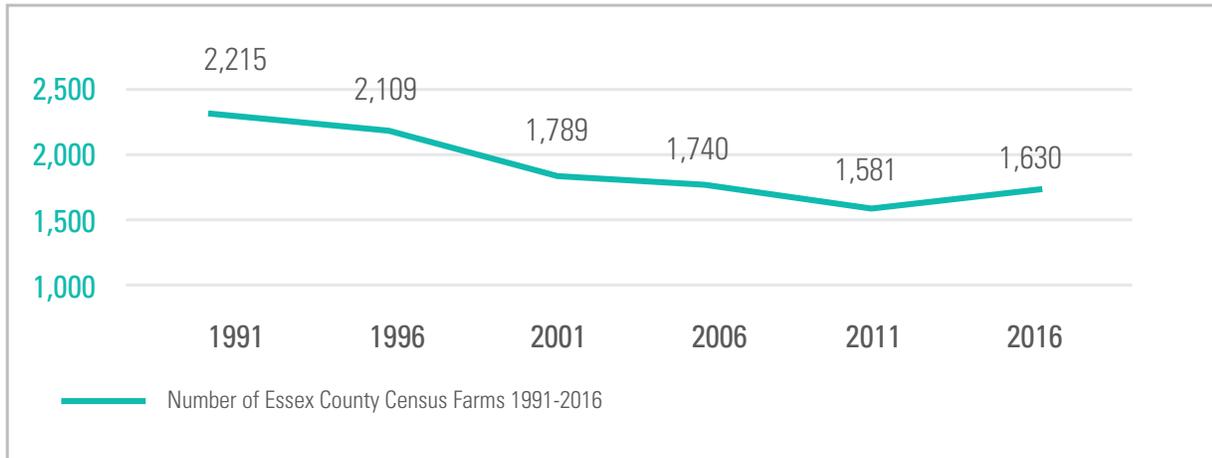
⁷Statistics Canada, Canadian Business Counts, December 2014.

⁸Statistics Canada, Canadian Business Counts, December 2016.

⁹Statistics Canada, Canadian Business Counts, December 2018.



Number of Essex County Census Farms 1991-2016

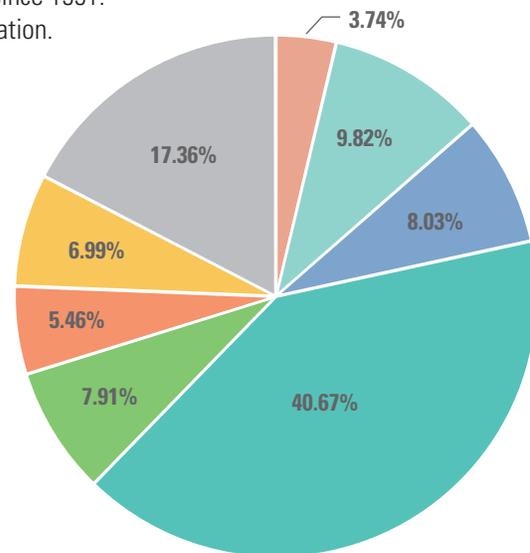


The chart above shows a decline in the number of census farms in Windsor-Essex since 1991. The decline in the number of farms in the region has been quite steady until the latest census year, in which the number of farms grew from 1,581 to 1,630. While there has been a decline in the number of farms in Windsor-Essex, jobseekers should not be concerned, as the amount of acreage of land now dedicated to farming has increased. The total acreage of farm land in Windsor-Essex was 328,580 in 2011, and increased to 350,218 in 2016 (an increase of 6.59%). This can mainly be explained by mid-sized to larger farm operations expanding their operations. For example, the number of farms with 560+ acres of land increased from 143 in 2011 to 160 in 2016. Jobseekers and those interested in the sector should be aware that the sector is still growing, despite the number of farms in the region decreasing since 1991.

The table below shows farms in Windsor-Essex by the size of the operation.

Essex County Farms Classified by Size of Operation¹¹

■ 1-9 Acres	■ 180-239 Acres
■ 10-69 Acres	■ 240-399 Acres
■ 70-129 Acres	■ 400-559 Acres
■ 130-179 Acres	■ 560+ Acres



¹⁰Statistics Canada, Census of Agriculture, 2016.

¹¹Ibid.

Essex County Total Value of Census Farm Sales Compared with Other Southwestern Ontario Counties¹²

	Total Value of Farm Sales (\$ million)	# of Census Farms as of 2016
Essex County	983.92	1,630
Chatham-Kent	631.89	2,211
Lambton	604.16	2,091
Middlesex	732.84	2,335
Elgin	389.91	1,363

As you can see with the table above, “less is more” in Windsor-Essex. The table above shows the total value of farm sales from our region, compared to other Southwestern Ontario regions. Windsor-Essex is able to produce higher farm sales with a considerably smaller number of farms as compared to other Southwestern Ontario regions. This can be attributed to the trend of increasing acreage of local farms. This revenue can also be attributed to technological advancements being made in the agriculture and agri-food sector, specifically the introduction of greenhouse technology and the ability to now grow crops year round.

With all of this statistical evidence, it is easy to see how prominent Windsor-Essex’s agriculture and agri-food sector is in Canada, as well as how important the sector is to the local region’s overall economy. However, it must be mentioned that this sector would not be able to operate on its current scale without the participation of international farm workers in its workforce. There are currently approximately 8,000 international farm workers in Essex County, and they are responsible for filling jobs that have a history of being understaffed. The former mayor of Leamington, Ontario has stated that the shortage of labour in these certain occupations has been an issue as far back as he can remember.¹³

These international farm workers are getting paid minimum wage for jobs that most Canadians refuse to do. The positions they take on farms and in greenhouses in Essex County usually consist of tilling soil and planting and harvesting crops. If it were not for the willingness of these international farm workers to fill these jobs, the productivity of the agriculture and agri-food sector in Windsor-Essex would be endangered and unlikely able to support its current volume of production.

¹²Statistics Canada, Census of Agriculture, 2016.

¹³Toronto Star, “Leamington is at the frontlines of the boom in migrant workers. Here’s how it changed,” Toronto Star, last modified October 9, 2017, www.thestar.com/news/canada/migrants/2017/10/09/leamington-is-at-the-frontlines-of-the-boom-in-migrant-workers-heres-how-its-changed.html



TECHNOLOGICAL ADVANCEMENTS IN THE AGRICULTURE AND AGRI-FOOD SECTOR

It has been alluded to multiple times in this report that the agriculture and agri-food sector has been going through modernization and has experienced many technological advancements in recent years. Many businesses in the sector in Windsor-Essex have adopted some of these new forms of technology into their current procedures and processes to address a multitude of issues, such as: automation of specific processes, optimizing crop yields, up-to-the-second crop development information, quality control, and more. All of these advancements improve quality, efficiency, and food safety within our agriculture and agri-food sector.¹⁵

Many national and international food processing companies have operations in Windsor-Essex, including Diageo, Unico, Bonduelle, Highbury Canco, and Hiram Walker. Windsor-Essex is also home to large crop producing, greenhouse companies, such as Mastronardi Produce, Mucci Farms, and Nature Fresh Farms. These operations supply both fresh produce and packaged food products to international markets in North America and Europe. Our region is also home to more non-traditional greenhouse growers and producers, such as Aphria Inc., based in Leamington. Aphria is a licensed grower of medical marijuana and currently owns approximately 45,000 sq. ft. of greenhouse space and grows approximately 2,700 kilos of cannabis annually.¹⁶

The agriculture and agri-food sector is one that will always be around, since people need food to live. As our local sector continues to grow, more employees with specific skillsets will be needed to fill both classic in-demand jobs in the sector, such as harvesting labourers and packers and occupations that are being created as a result of new technological advancements, such as specialized maintenance technicians, lab testers, and logistics coordinators.

Many occupations now considered in-demand in the agriculture and agri-food sector have similar or transferable skillsets to occupations in the manufacturing sector. As the local manufacturing sector fluctuates, certain occupations become more vulnerable, like auto assembly workers and general labourers, and are potentially more susceptible to layoffs in the future. Those currently working in these occupations should consider the agriculture and agri-food sector as a new possibility for employment. Following the in-demand career list, a transferable skills section will show how vulnerable occupations in manufacturing with currently high employment numbers can potentially transfer their skillsets to in-demand occupations in Windsor-Essex's agriculture and agri-food industry.

¹⁵Windsor Essex Economic Development Corporation, www.choosewindsor-essex.com/agribusiness

¹⁶Ibid

WINDSOR-ESSEX AGRICULTURE & AGRI-FOOD SECTOR CAREERS:

This list of occupations was derived through consultations with local employers in the agriculture and agri-food sector, as well as statistical analyses of datasets related to the sector.





SECTOR-WIDE OCCUPATIONS

ACCOUNTANT

DESCRIPTION

Accountants plan, organize, and administer accounting systems for individuals and businesses/establishments. They also prepare and examine the financial records of a business/establishment.

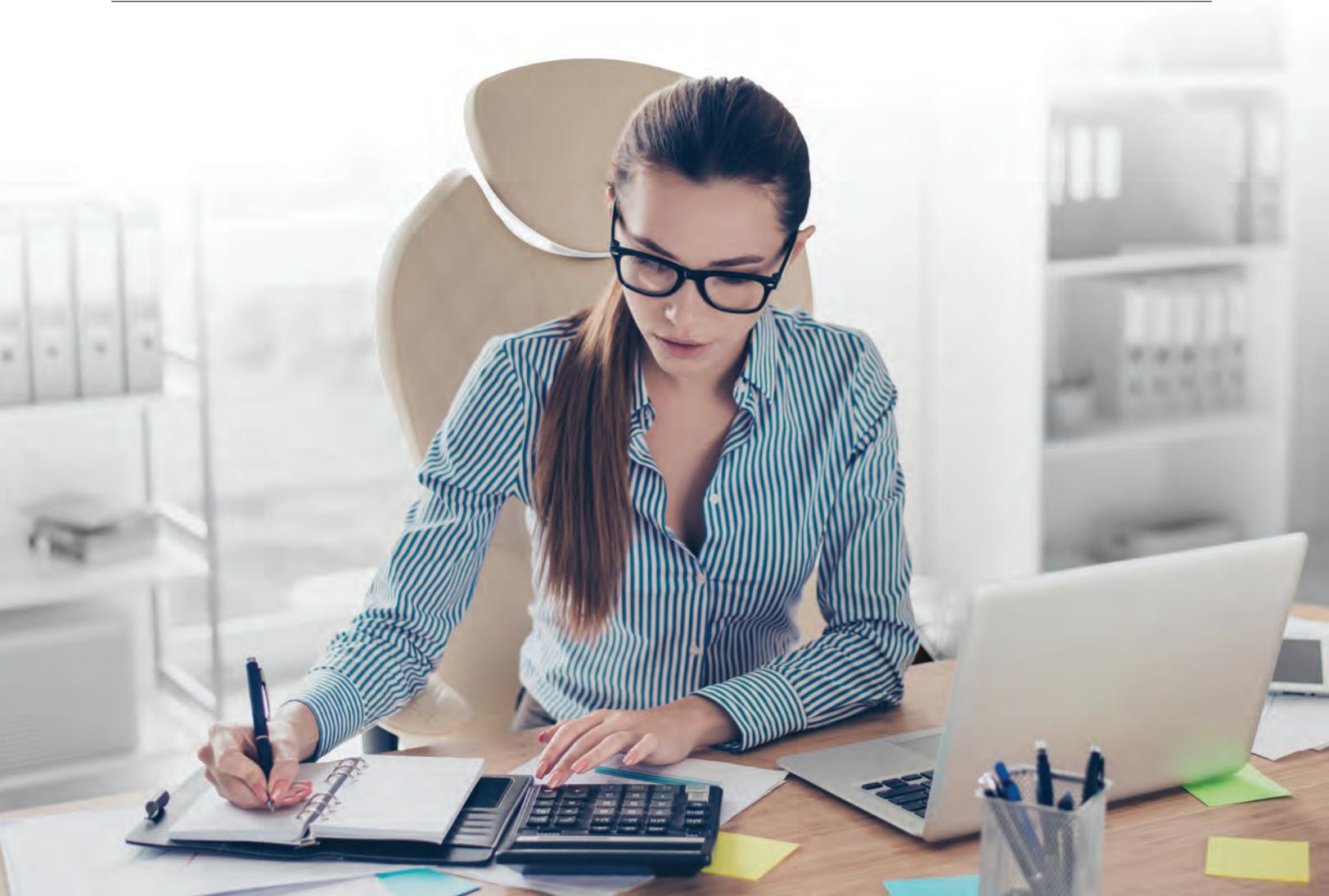
WORKING CONDITIONS

- ▶ Work indoors
- ▶ Regular computer use

SKILLS

- ▶ Accounting
- ▶ Auditing
- ▶ Financial Statements
- ▶ Management
- ▶ Communications
- ▶ Accounts Payable

Associated NOC Code(s): **1111 – Financial auditors and accountants**





AGRONOMIST

DESCRIPTION

Agronomists provide assistance and advice to farmers and growers on all aspects of farm management, cultivation, fertilization, harvesting, soil erosion and composition, disease prevention, nutrition, crop rotation, and marketing.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Management
- ▶ Operations
- ▶ Sales
- ▶ Financial services
- ▶ Leadership
- ▶ Creativity

Associated NOC Code(s): **2123** – **Agricultural representatives, consultants, and specialists**

BIOLOGICAL TECHNOLOGIST/TECHNICIAN

DESCRIPTION

Biological technologists and technicians provide technical support and services to scientists, engineers, and other professionals working in fields such as agriculture, plant and animal biology, microbiology, cell and molecular biology and health sciences, or may work independently in these fields.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Some outdoor work

SKILLS

- ▶ Management
- ▶ Communications
- ▶ Attention to detail
- ▶ Problem solving
- ▶ Data analysis
- ▶ Biology

Associated NOC Code(s): **2221** – **Biological technologists and technicians**



SECTOR-WIDE OCCUPATIONS

COMPUTER SYSTEMS ENGINEER

DESCRIPTION

Computer engineers research, plan, design, develop, modify, evaluate and integrate computer and telecommunications hardware and related equipment, and information and communication system networks. These networks include: mainframe systems, local and wide area networks, fibre-optic networks, wireless communication networks, intranets, the Internet and other data communications systems.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Regular computer use

SKILLS

- ▶ Network engineering
- ▶ Network routing
- ▶ Management
- ▶ Operations
- ▶ Border gateway protocol
- ▶ Problem Solving

Associated NOC Code(s): **2147 – Computer engineers (except software engineers and designers)**





COMPUTER (IT) SYSTEMS MANAGER

DESCRIPTION

Computer systems managers plan, organize, direct, control and evaluate the activities of organizations that analyze, design, develop, implement, operate and administer computer and telecommunications software, networks, and information systems.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Regular computer use

SKILLS

- ▶ Management
- ▶ Communications
- ▶ Leadership
- ▶ Operations
- ▶ Interpersonal skills
- ▶ Information technology

Associated NOC Code(s): **0213** – **Computer and information systems managers**

DATA PROCESSOR (DATA ENTRY)

DESCRIPTION

Data processors input coded, statistical, financial, and other information into computerized databases, spreadsheets, or other templates. They are responsible for transferring data from paper formats to computer files or database systems and/or typing in data provided directly from customers.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Regular computer use

SKILLS

- ▶ Data entry
- ▶ Customer service
- ▶ Communications
- ▶ Microsoft Excel
- ▶ Administrative skills
- ▶ Sales

Associated NOC Code(s): **1422** – **Data entry clerks**



SECTOR-WIDE OCCUPATIONS

DISPATCHER

DESCRIPTION

Dispatchers operate radios and other telecommunication equipment to dispatch emergency vehicles and to co-ordinate the activities of drivers and other personnel. Dispatchers are often also utilized to take orders for trucking companies and other similar businesses.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Customer service
- ▶ Operations
- ▶ Management
- ▶ Communications
- ▶ Data entry
- ▶ Attention to detail

Associated NOC Code(s): **1525 – Dispatchers**

ENVIRONMENTAL COMPLIANCE OFFICER

DESCRIPTION

Environmental compliance officers evaluate and monitor health and safety hazards and develop strategies to control risks. Doing so, they ensure that agriculture and agri-food sector businesses are abiding by environmental law.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Management
- ▶ Problem solving
- ▶ Leadership
- ▶ Communications
- ▶ Corrective and preventive actions
- ▶ Auditing

Associated NOC Code(s): **2263 – Inspectors in public and environmental health and occupational health and safety**



FINANCIAL ANALYST

DESCRIPTION

Financial analysts collect and analyze financial information such as economic forecasts, trading volumes and the movement of capital, financial backgrounds of companies, historical performances and future trends of stocks, bonds, and other investment instruments to provide financial and investment or financing advice for their company.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Accounting
- ▶ Management
- ▶ Communications
- ▶ Forecasting
- ▶ Auditing
- ▶ Financial statements

Associated NOC Code(s): **1112** – Financial and investment analysts

FOOD PRODUCT/PRODUCE INSPECTOR

DESCRIPTION

Agricultural and fish products inspectors inspect agricultural and fish products for conformity to prescribed production, storage, and transportation standards. They ensure the food/produce meets a standardized quality.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Product quality assurance
- ▶ Management
- ▶ Communications
- ▶ Horticulture

Associated NOC Code(s): **2222** –
Agricultural and fish products inspectors





SECTOR-WIDE OCCUPATIONS

HUMAN RESOURCES MANAGER

DESCRIPTION

Human resources managers plan, organize, direct, control, and evaluate the operations of human resources and personnel departments. They also develop and implement policies, programs and procedures regarding human resource planning, recruitment, collective bargaining, training and development, occupation classification, and pay and benefit administration.

SKILLS

- ▶ Management
- ▶ Communications
- ▶ Industrial relations
- ▶ Leadership
- ▶ Problem solving
- ▶ Microsoft Excel

WORKING CONDITIONS

- ▶ Work indoors

Associated NOC Code(s): **0112** – Human resources managers

LOGISTICS MANAGER (BUYER)

DESCRIPTION

Logistics managers are responsible for the movement of goods, materials, services, and/or equipment for a business or business division. Logistics managers purchase general and specialized equipment, materials, land or access rights and business services for use or for further processing by their establishment.

SKILLS

- ▶ Purchasing
- ▶ Procurement
- ▶ Communications
- ▶ Management
- ▶ Packaging and labelling
- ▶ Computer literacy

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Travelling for work
- ▶ Regular computer use

Associated NOC Code(s): **0731** – Managers in transportation or **1225** – Purchasing agents and officers



MARKETING / BRAND MANAGER

DESCRIPTION

Brand managers include specialists in advertising, marketing, and public relations who analyse, develop, and implement communication and promotion strategies and information programs, and analyze advertising needs and develop appropriate advertising and marketing strategies.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Sales
- ▶ Management
- ▶ Communications
- ▶ Customer service
- ▶ Leadership
- ▶ Innovation

Associated NOC Code(s): **1123** – Professional occupations in advertising, marketing, and public relations





SECTOR-WIDE OCCUPATIONS

OCCUPATIONAL HEALTH AND SAFETY MANAGER

DESCRIPTION

Occupational health and safety managers monitor working health and safety conditions and develop and execute health and safety plans in the workplace according to legal guidelines. They are responsible for establishing a culture of health and safety within their business.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Management
- ▶ Problem solving
- ▶ Leadership
- ▶ Communications
- ▶ Corrective and preventive actions
- ▶ Auditing

Associated NOC Code(s): **0112** – Human resources managers or **2263** – Inspectors in public and environmental health and occupational health and safety

PACKER

DESCRIPTION

Harvesting labourers assist other farm workers to harvest, sort, and pack crops. They may also assist occupations such as truck drivers in the loading and unloading of products.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Horticulture
- ▶ Fine motor skills
- ▶ Farming
- ▶ Warehousing
- ▶ Sorting
- ▶ Management

Associated NOC Code(s): **1521** – Shippers and receivers, **8431** – General farm workers, **8432** – Nursery and greenhouse workers, or **8611** – Harvesting labourers



PEST CONTROL/PEST SCOUT

DESCRIPTION

Pest controllers and fumigators inspect greenhouses, buildings, and outside areas for pest infestation. They then deal with the potential infestations accordingly.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors
- ▶ Exposure to chemicals

SKILLS

- ▶ Management
- ▶ Problem solving
- ▶ Tool use
- ▶ Chemical handling
- ▶ Time management
- ▶ Attention to detail

Associated NOC Code(s): **7444 – Pest controllers and fumigators**





SECTOR-WIDE OCCUPATIONS

PRICING COORDINATOR

DESCRIPTION

Pricing coordinators ensure the accuracy of prices for a business and oversees pricing to ensure that their business charges a fair price for their products and/or services. They also ensure that the company is allowed to maximize its profits.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Management
- ▶ Sales
- ▶ Communications
- ▶ Customer service
- ▶ Operations
- ▶ Problem solving

Associated NOC Code(s): **1122** – Professional occupations in business management consulting

PRODUCTION LOGISTICS COORDINATOR

DESCRIPTION

Production logistics coordinators coordinate and expedite the flow of work and materials within an establishment, prepare work and production schedules, and monitor the progress of production projects.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Management
- ▶ Communications
- ▶ Operations
- ▶ Problem solving
- ▶ Warehousing

Associated NOC Code(s): **1523** – Production logistics coordinators



QUALITY ASSURANCE MANAGER

DESCRIPTION

Quality assurance managers are responsible for their businesses' policy, strategy, and testing methodology to ensure they are meeting they are not only meeting in-house quality procedures, but also outside regulatory authority compliance.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Management
- ▶ Sales
- ▶ Communications
- ▶ Customer service
- ▶ Operations
- ▶ Problem solving



Associated NOC Code(s): **1122** – Professional occupations in business management consulting

RESEARCH & DESIGN TECHNOLOGIST/TECHNICIAN

DESCRIPTION

Research and design technologists and technicians provide technical support and services or may work independently in chemical engineering, chemical and biochemical research and analysis, industrial chemistry, chemical quality control, and environmental protection.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Potential exposure to chemicals

SKILLS

- ▶ Microsoft Excel
- ▶ Management
- ▶ Microsoft Office
- ▶ Time management
- ▶ Research
- ▶ Data analysis

Associated NOC Code(s): **2211** – Chemical technologists and technicians



SECTOR-WIDE OCCUPATIONS

SALES REPRESENTATIVE

DESCRIPTION

Sales representatives sell non-technical goods and services to retail, wholesale, commercial, industrial, professional, and other clients domestically and internationally. They are also responsible for maintaining positive business relationships to ensure future sales.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Sales
- ▶ Customer service
- ▶ Communications
- ▶ Management
- ▶ Merchandising
- ▶ E-commerce

Associated NOC Code(s): **6411** – Sales and account representatives – wholesale trade (non-technical)

TRANSPORT TRUCK DRIVER

DESCRIPTION

Transport truck drivers operate heavy trucks to transport goods and materials over urban, interurban, provincial, and international routes. They may also inspect their vehicles for mechanical issues and perform preventive maintenance.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Good driving record
- ▶ Valid driver's license (AZ)
- ▶ Active directory
- ▶ Warehousing
- ▶ Unloading
- ▶ Service-orientation

Associated NOC Code(s): **7511** – Transport truck drivers



FARM MANAGER

DESCRIPTION

Farm managers plan, organize, direct, control and evaluate the operations and functions of farms. They are responsible for growing crops, raising and breeding livestock, poultry and other animals, and marketing farm products.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors
- ▶ Exposure to chemicals

SKILLS

- ▶ Management
- ▶ Sales
- ▶ Communications
- ▶ Customer service
- ▶ Operations
- ▶ Problem solving

Associated NOC Code(s): **0821 – Managers in agriculture**





CLASSIC FARM & WINERY OCCUPATIONS

GENERAL FARM WORKER

DESCRIPTION

General farm workers plant, cultivate and harvest crops, raise livestock and poultry and maintain and repair farm equipment and buildings. This group includes operators of farm machinery.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors
- ▶ Possible exposure to chemicals

SKILLS

- ▶ Interpersonal skills
- ▶ Horticulture
- ▶ Fine motor skills
- ▶ Farming
- ▶ Landscaping
- ▶ English language
- ▶ Troubleshooting
- ▶ Mechanical skills

Associated NOC Code(s): **8431** – **General farm workers**

SOIL SCIENTIST

DESCRIPTION

Soil scientists study the chemical, physical, and biological properties of the first few metres of Earth's crust. More specifically, they study soil formation, classification, and soil characteristics such as the organisms found in the soil and relationship between soil types and plant growth.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Management
- ▶ Cleanliness
- ▶ Innovation
- ▶ Research
- ▶ Problem solving
- ▶ Time management

Associated NOC Code(s): **2115** – **Other professional occupations in physical sciences**



VITICULTURIST

DESCRIPTION

Viticulturists manage the operations of the vineyard, including soil management, irrigation, and disease and weed control. They also may direct and oversee general growing activities such as harvesting and pruning.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Agriculture
- ▶ Quality management
- ▶ Written communication
- ▶ Business ethics
- ▶ Farming
- ▶ Horticulture

Associated NOC Code(s): **0821 – Managers in agriculture**

WINEMAKER

DESCRIPTION

Winemakers oversee the entire production process of creating wine, including grape harvesting, crushing, fermentation, aging, blending, and bottling.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Operations
- ▶ Control systems
- ▶ Process engineering
- ▶ Cleanliness
- ▶ Sanitation
- ▶ Quality assurance



Associated NOC Code(s): **9461 – Process control and machine operators, food and beverage processing**



FISH CUTTERS

DESCRIPTION

Fish cutters cut, trim, and clean fish or seafood by hand. They section portions of the product for future processing.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Fine motor skills
- ▶ Active listening
- ▶ Production and processing
- ▶ Coordination
- ▶ Communication
- ▶ Teamwork

Associated NOC Code(s): **9463** – Fish and seafood plant workers



FISHERMEN/WOMEN

DESCRIPTION

Fishermen/women operate fishing vessels less than 100 gross tonnes and use equipment like nets, fishing rods, and traps to land fish and other marine life.

WORKING CONDITIONS

- ▶ Work outdoors

SKILLS

- ▶ Fine motor skills
- ▶ Packaging and labeling
- ▶ Interpersonal skills
- ▶ Aquaculture
- ▶ Communications

Associated NOC Code(s): **8262** – Fishermen/women



FLAVOUR TECHNOLOGIST

DESCRIPTION

Flavour technologists conduct experiments to produce and enhance natural flavours using various scientific applications and creative thinking. They ensure that these flavours are consistent throughout all finished products.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Control systems
- ▶ Process engineering
- ▶ Operations
- ▶ Cleanliness
- ▶ Sanitation
- ▶ Quality assurance

Associated NOC Code(s): **9461** – **Process control and machine operators, food and beverage processing**

FOOD PROCESSING EQUIPMENT CLEANER

DESCRIPTION

Food processing equipment cleaners clean and sterilize industrial equipment using specialized equipment and techniques to ensure that equipment is clean for future food processing.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Potential exposure to chemicals

SKILLS

- ▶ Food services
- ▶ Process control
- ▶ Food safety
- ▶ Fine motor skills
- ▶ Sanitation
- ▶ Management

Associated NOC Code(s): **9617** – **Labourers in food and beverage processing**



FOOD AND BEVERAGE PROCESSING OCCUPATIONS

FOOD PROCESSOR/ ASSOCIATE FOOD PROCESSOR

DESCRIPTION

Food processors and associate food processors operate multi-function process control machinery and single-function machines to process and package food and beverage products.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Control systems
- ▶ Process engineering
- ▶ Operations
- ▶ Cleanliness
- ▶ Sanitation
- ▶ Quality assurance

Associated NOC Code(s): **9461** – **Process control and machine operators, food and beverage processing**

FOOD PRODUCTION MANAGER/SUPERVISOR

DESCRIPTION

Food production managers/supervisors plan, organize, direct, control, and evaluate the operations of a manufacturing establishment or of a production department within a manufacturing establishment, under the direction of a general manager or other senior manager.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Management
- ▶ Communications
- ▶ Leadership
- ▶ Operations
- ▶ Continuous improvement process
- ▶ Production management

Associated NOC Code(s): **0911** – **Manufacturing managers**



FOOD PRODUCTION SAFETY SPECIALISTS

DESCRIPTION

Food production safety specialists evaluate and monitor health and safety hazards and develop strategies to control risks. They are responsible for making sure that their product is in full compliance with food safety regulations.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors
- ▶ Potential exposure to chemicals

SKILLS

- ▶ Management
- ▶ Problem solving
- ▶ Leadership
- ▶ Communications
- ▶ Corrective and preventive actions
- ▶ Auditing

Associated NOC Code(s): **2263** – **Inspectors in public and environmental and occupational health and safety**





FOOD AND BEVERAGE PROCESSING OCCUPATIONS

NUTRITIONIST/DIETICIAN

DESCRIPTION

Dietitians and nutritionists plan, implement, and oversee nutrition and food service programs. They are experts in food and nutrition.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Food services
- ▶ Customer service
- ▶ Communications
- ▶ Decision making
- ▶ Cleanliness
- ▶ Food preparation

Associated NOC Code(s): **3132** – **Dietitians and nutritionists**

PROCESS ENGINEER

DESCRIPTION

Process engineers research, design, and develop chemical processes and equipment, oversee the operation and maintenance of food processing plants, and perform duties related to chemical quality control, environmental protection, and biochemical or biotechnical engineering.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Potential exposure to chemicals

SKILLS

- ▶ Process engineering
- ▶ Problem solving
- ▶ Management
- ▶ Leadership
- ▶ Operations
- ▶ Program management

Associated NOC Code(s): **2134** – **Chemical engineers**



ANALYTICAL CHEMIST

DESCRIPTION

Analytical chemists study chemical compounds to determine their makeup and how they interact with other substances. They are responsible for studying chemistry and its potential effects on the environment and/or food.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Potential exposure to chemicals

SKILLS

- ▶ Analytical techniques
- ▶ Investigation
- ▶ Innovation
- ▶ Research
- ▶ Problem solving
- ▶ Decision making

Associated NOC Code(s): **2112 – Chemists**



BIOLOGICAL TECHNOLOGIST/TECHNICIAN

DESCRIPTION

Biological technologists and technicians provide technical support and services to scientists, engineers, and other professionals working in fields such as agriculture, resource management, environmental protection, plant and animal biology, microbiology, cell and molecular biology, and health sciences.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Potential exposure to chemicals

SKILLS

- ▶ Management
- ▶ Biochemistry
- ▶ Biology
- ▶ Communications
- ▶ Problem solving
- ▶ Data analysis

Associated NOC Code(s): **2221 – Biological technologists and technicians**



GREENHOUSE MANAGER/GROWER

DESCRIPTION

Greenhouse managers/growers plan, organize, direct and control the activities of nursery and greenhouse staff who grow and market trees, shrubs, flowers and plants. They are mostly experts in their field and have the ability to identify crops, as well as problems such as diseases, weeds, and insect pests.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work Outdoors

SKILLS

- ▶ Horticulture
- ▶ Management
- ▶ Communications
- ▶ Environmental control
- ▶ Leadership
- ▶ Time management

Associated NOC Code(s): **0822 – Managers in horticulture**





GREENHOUSE WORKER

DESCRIPTION

Greenhouse workers plant, cultivate, and harvest trees, shrubs, flowers and plants, and serve nursery and greenhouse customers. They are responsible for day-to-day plant and crop care, ensuring that plants receive correct levels of nutrients and are planted and maintained following best practices.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Horticulture
- ▶ Pruning
- ▶ Fungicides
- ▶ Pesticides
- ▶ Insecticides
- ▶ Interpersonal skills

Associated NOC Code(s): **8432** – **Nursery and greenhouse workers**

HORTICULTURIST

DESCRIPTION

Horticulturists deal with issues related to horticulture such as irrigation; breeding, cultivation, and studying of plants; and treat injured and diseased trees and plants.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Horticulture
- ▶ Irrigation
- ▶ Management
- ▶ Problem solving
- ▶ Pruning
- ▶ Trimming

Associated NOC Code(s): **2225** – **Landscape and horticulture technicians and specialists**



PLANT BIOLOGIST

DESCRIPTION

Plant biologists and related scientists conduct basic and applied research to extend knowledge of living organisms, to manage natural resources, and to develop new practices and products related to agriculture.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Communications
- ▶ Research
- ▶ Management
- ▶ Detail oriented
- ▶ Coordinating
- ▶ Interpersonal skills

Associated NOC Code(s): **2121** – **Biologists and related scientists**



AUTOMATION TECHNOLOGIST

DESCRIPTION

Automation technologists provide technical support and services to automation equipment in the agriculture and agri-food sector. They troubleshoot and service computerized systems and robotic devices that are designed to reduce human interaction.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Programmable logic controllers
- ▶ Robotics
- ▶ Automation
- ▶ Troubleshooting
- ▶ Communications
- ▶ Fine motor skills

Associated NOC Code(s): **2232** – **Mechanical engineering technologists and technicians**



ELECTRICAL ENGINEER

DESCRIPTION

Electrical engineers design, plan, research, evaluate, and test electrical and electronic equipment and systems. They may also oversee the development of the electronic equipment and system.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Programmable logic controllers
- ▶ Electrical engineering
- ▶ Automation
- ▶ Human-computer interaction
- ▶ Control systems
- ▶ Communications

Associated NOC Code(s): **2133** – Electrical and electronics engineers

ELECTRICIAN (INDUSTRIAL/ CONSTRUCTION & MAINTENANCE)

DESCRIPTION

Maintenance electricians lay out, assemble, install, test, troubleshoot and repair electrical wiring, fixtures, control devices and related equipment in buildings and other structures. Industrial electricians install, maintain, test, troubleshoot and repair industrial electrical equipment and associated electrical and electronic controls.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Troubleshooting
- ▶ Electrical codes
- ▶ Blueprinting
- ▶ Electrical wirings
- ▶ Preventive maintenance
- ▶ Electrical systems

Associated NOC Code(s): **7241** – Electricians (except industrial and power system) & **7242** – Industrial electricians





FACILITY/MAINTENANCE MANAGER

DESCRIPTION

Facility managers plan, organize, direct, control, and evaluate the operations of agriculture and agri-food warehouses. Maintenance managers plan, organize, direct, control, and evaluate the maintenance department within agriculture and agri-food sector businesses.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Management
- ▶ Operations
- ▶ Leadership
- ▶ Communications
- ▶ Continuous improvement process
- ▶ Coordinating



Associated NOC Code(s): **0714 – Facility operation and maintenance managers**

HEAVY EQUIPMENT OPERATOR

DESCRIPTION

Heavy equipment operators operate heavy equipment used in material handling work. They may also be responsible for inspecting, cleaning, lubricating, and refilling equipment.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Unloading
- ▶ Innovation
- ▶ Written communication
- ▶ Literacy
- ▶ Forklift truck
- ▶ Digital controls

Associated NOC Code(s): **7521 – Heavy equipment operators (except crane)**



HEAVY DUTY EQUIPMENT MECHANIC

DESCRIPTION

Heavy-duty equipment mechanics repair, troubleshoot, adjust, overhaul, and maintain mobile heavy-duty equipment used in material handling, farming, and similar activities.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Mechanics
- ▶ Diesel engines
- ▶ Hydraulics
- ▶ Heavy equipment
- ▶ Troubleshooting
- ▶ Electrical systems

Associated NOC Code(s): **7321** – Heavy-duty equipment mechanics

IRRIGATION TECHNICIAN/WORKER

DESCRIPTION

Irrigation technicians survey, assess, and maintain irrigation systems in horticultural and agricultural businesses. This equipment can include sprinklers, water lines, pumps, suction devices, valves, and other plumbing equipment.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Landscaping
- ▶ Irrigation
- ▶ Horticulture
- ▶ Management
- ▶ Interpersonal skills
- ▶ Fine motor skills

Associated NOC Code(s): **2225** – Landscape and horticulture technicians and specialists or **8431** – General farm workers



MATERIAL HANDLER/ FORKLIFT OPERATOR

DESCRIPTION

Material handlers handle, move, load, and unload materials by hand or using a variety of material handling equipment. Forklift operators operate powered industrial trucks to load and unload materials and deliveries and to move them from and to storage areas, machines and loading docks, and into railroad cars, trucks, or storage facilities.

WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Warehousing
- ▶ Forklift truck
- ▶ Packaging and labeling
- ▶ Unloading
- ▶ Palletizing
- ▶ Material handling

Associated NOC Code(s): **7452** – **Material handlers**

MECHANICAL ENGINEER

DESCRIPTION

Mechanical engineers research, design and develop machinery and systems for heating, ventilating and air conditioning, power generation, transportation, processing, and manufacturing. They also perform duties related to the evaluation, installation, operation, and maintenance of mechanical systems.

WORKING CONDITIONS

- ▶ Work indoors

SKILLS

- ▶ Mechanical engineering
- ▶ Management
- ▶ Automation
- ▶ Computer-Aided Design
- ▶ Mechanical systems
- ▶ Communications

Associated NOC Code(s): **2132** – **Mechanical engineers**



WELDER

DESCRIPTION

Welders operate welding equipment to weld ferrous and non-ferrous metals. They also plan layouts and measurements and test welding surfaces.

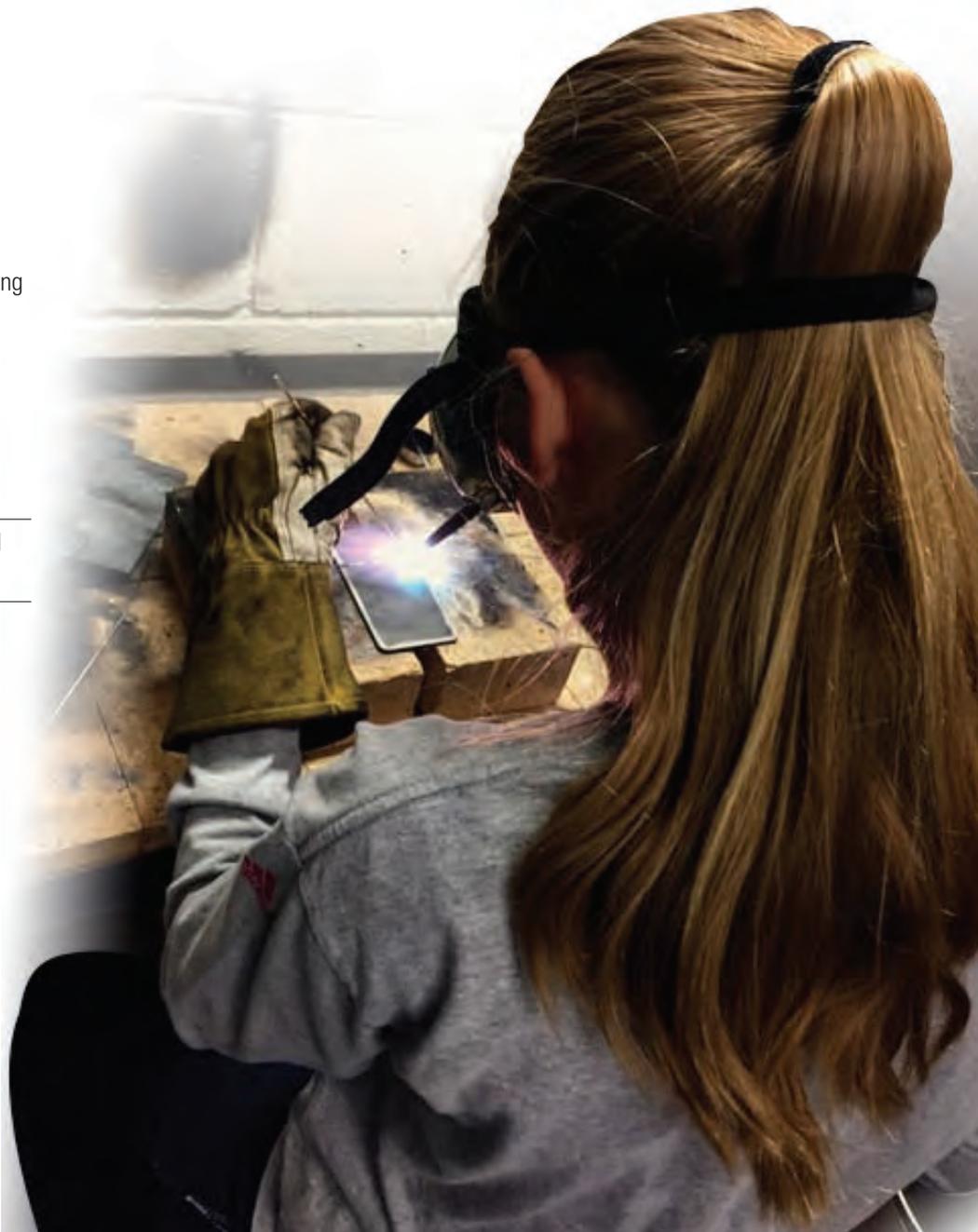
WORKING CONDITIONS

- ▶ Work indoors
- ▶ Work outdoors

SKILLS

- ▶ Welding
- ▶ Gas metal arc welding
- ▶ Metal inert gas (MIG) welding
- ▶ Fabrication
- ▶ Blueprinting
- ▶ Arc welding

Associated NOC Code(s): **7231 – Welders and related machine operators**



TRANSFERABLE SKILLS:

This section outlines how jobseekers can use skills and experience learned in the manufacturing sector in the agriculture and agri-food sector.

TRANSFERABLE SKILLS FROM THE MANUFACTURING SECTOR

For experienced workers in manufacturing who are considering applying their talents and experiences in the agriculture sector, Workforce WindsorEssex has identified similar agriculture and agri-food jobs by examining the overlapping skillsets used in both sectors.

The following table shows which more vulnerable manufacturing occupations are transferable to agriculture and agri-food occupations:

	Food Product/ Produce Inspector	Logistics Manager	Occupational Health and Safety Manager	Packer	Production Logistics Coordinator	Facility/ Maintenance Manager	Material Handler/ Forklift Operator	Food Processor/ Associate Food Processor
Assembly Line Supervisor (NOC 9221)		X	X		X	X		
Assembly Line Inspector (NOC 9522)	X							
Assembly Line Worker (NOC 9522)				X			X	X
General Labourer - Manufacturing (NOC 9619)				X			X	



TRANSFERABLE SKILLS

The following skill profiles outline the transferable skills that are commonly used in each occupation. ^{17,18}

<p>Assembly Line Supervisor ► Logistics Manager</p> <p>Transferable Foundation Skills:</p> <ul style="list-style-type: none"> • Communication – Teaching & Training • Computer Use • Numeracy • Problem Solving <p>Transferable Soft Skills:</p> <ul style="list-style-type: none"> • Attention to Detail • Leadership • Planning <p>Transferable Technical Skills:</p> <ul style="list-style-type: none"> • Analysis – Planning, Analyzing Information • Information Handling – Processing Information • Scheduling • Supervising <p>Transferable Knowledge</p> <ul style="list-style-type: none"> • Engineering & Technology <ul style="list-style-type: none"> – Engineering & Applied Sciences 	<p>Assembly Line Supervisor ► Occupational Health and Safety Manager</p> <p>Transferable Foundation Skills:</p> <ul style="list-style-type: none"> • Communication – Advising & Consulting, Teaching & Training • Decision making • Problem solving <p>Transferable Soft Skills:</p> <ul style="list-style-type: none"> • Attention to Detail • Interpersonal • Planning • Teamwork <p>Transferable Technical Skills:</p> <ul style="list-style-type: none"> • Analysis – Planning, Analyzing Information • Management – Co-ordinating & Organizing • Information Handling – Processing Information • Record-Keeping • Service & Care – Protecting & Enforcing <p>Transferable Knowledge</p> <ul style="list-style-type: none"> • Business, Finance, & Management <ul style="list-style-type: none"> – Personnel & Human Resources 	
<p>Assembly Line Supervisor ► Production Logistics Coordinator</p> <p>Transferable Foundation Skills:</p> <ul style="list-style-type: none"> • Communication • Computer Use • Numeracy <p>Transferable Soft Skills:</p> <ul style="list-style-type: none"> • Planning <p>Transferable Technical Skills:</p> <ul style="list-style-type: none"> • Analysis • Management • Record-Keeping • Scheduling • Supervising 	<p>Assembly Line Supervisor ► Facility/Maintenance Manager</p> <p>Transferable Foundation Skills:</p> <ul style="list-style-type: none"> • Communication • Critical Thinking • Problem Solving <p>Transferable Soft Skills:</p> <ul style="list-style-type: none"> • Attention to Detail • Leadership <p>Transferable Technical Skills:</p> <ul style="list-style-type: none"> • Management • Planning • Scheduling • Supervising 	<p>Assembly Line Inspector ► Product/Produce Inspector</p> <p>Transferable Foundation Skills:</p> <ul style="list-style-type: none"> • Decision Making • Problem Solving <p>Transferable Soft Skills:</p> <ul style="list-style-type: none"> • Attention to Detail • Self-Motivation • Teamwork <p>Transferable Technical Skills:</p> <ul style="list-style-type: none"> • Analysis – Inspecting & Testing • Manual Dexterity <p>Transferable Knowledge</p> <ul style="list-style-type: none"> • Manufacturing & Production

¹⁷Emsi Analyst 2019.1

¹⁸Skills Matrix, Workforce WindsorEssex, 2017.

Assembly Line Worker ► Packer

Transferable Foundation Skills:

- Analysis – Analyzing Information, Inspecting & Testing

Transferable Soft Skills:

- Attention to Detail
- Self-Motivation
- Teamwork

Transferable Technical Skills:

- Handling Goods and Materials – Loading & Unloading
- Manual Dexterity
- Operating & Repairing Equipment, Machinery, & Vehicles – Operating Stationary Industrial Equipment
- Physical Aptitude
- Packaging and Labeling

Transferable Knowledge

- Engineering & Technology – Mechanics & Machinery
- Manufacturing & Production

Assembly Line Worker ► Material Handler/Forklift Driver

Transferable Foundation Skills:

- Communication
- Decision Making
- Problem Solving

Transferable Soft Skills:

- Attention to Detail
- Planning
- Teamwork

Transferable Technical Skills:

- Handling Goods & Materials – Loading & Unloading
- Manual Dexterity
- Operating & Repairing Equipment, Machinery, & Vehicles – Operating Stationary Industrial Equipment
- Physical Aptitude
- Forklift
- Warehousing

Transferable Knowledge

- Engineering & Technology – Mechanics & Machinery

Assembly Line Worker

► Food Processor/Associate Food Processor

Transferable Foundation Skills:

- Analysis – Analyzing Information, Inspecting & Testing
- Communication

Transferable Soft Skills:

- Attention to Detail
- Teamwork

Transferable Technical Skills:

- Manual Dexterity
- Operating & Repairing Equipment, Machinery, & Vehicles – Operating Stationary Industrial Equipment

Transferable Knowledge

- Engineering & Technology – Mechanics & Machinery
- Manufacturing & Production – Processing & Production

General Labourer ► Packer

Transferable Foundation Skills:

- Communication

Transferable Soft Skills:

- Interpersonal

Transferable Technical Skills:

- Handling Goods & Materials – Loading & Unloading, Sorting
- Manual Dexterity
- Operating & Repairing Equipment, Machinery, & Vehicles – Operating Stationary Industrial Equipment
- Packaging and Labeling
- Physical Aptitude
- Service & Care – Cleaning and House/Shop Keeping

Transferable Knowledge

- Manufacturing & Production

General Labourer ► Material Handler/Forklift Driver

Transferable Foundation Skills:

- Communication
- Problem solving

Transferable Soft Skills:

- Attention to Detail
- Planning
- Self-Motivation

Transferable Technical Skills:

- Forklift
- Handling Goods & Materials – Loading & Unloading, Sorting
- Operating & Repairing Equipment, Machinery, & Vehicles – Operating Stationary Industrial Equipment
- Packaging and Labeling
- Physical Aptitude



GETTING HIRED

To find out more about agriculture and agri-food career opportunities in Windsor-Essex, check out:

- ✓ **WEmap jobs:** workforcewindsorsex.com/wemap-jobs
- ✓ **WEjobs board:** workforcewindsorsex.com/jobs
- ✓ **Job Bank:** www.jobbank.gc.ca/home
- ✓ **Local Employment Ontario Offices:** ontario.ca/page/employment-ontario
- ✓ **Local Job Fairs:** workforcewindsorsex.com/job-fairs
- ✓ **Local Training Opportunities:** workforcewindsorsex.com/training
- ✓ **Lawn Advertisements Outside Businesses**

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