







MICHIGAN'S 2019 LOCAL AND REGIONAL FOOD SYSTEM WORKFORCE ASSESSMENT

Webinar: 2019 Research & Findings Overview

December 12, 2019 12:00PM - 12:30PM



Assessment Team

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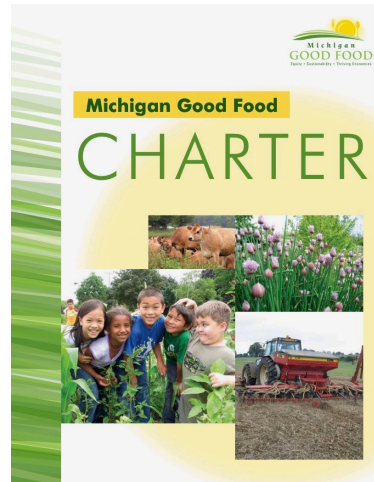
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LOCAL AND REGIONAL FOOD SYSTEMS DEVELOPMENT

Working closely with communities to:

- Improve HEALTH through better healthy food access
- Support ECONOMIC DEVELOPMENT through increased sales for Michigan businesses and better jobs.



Building collaboration infrastructure around the goals of the Michigan Good Food Charter.

Understanding the local and regional food systems workforce will help us better see how we can support communities in health and economic development goals.

WORKFORCE ASSESSMENT GOALS

Two underlying assumptions:

- Availability of quality jobs is critical to improving communities and the economy.
- Important to have communities trained to meet the job needs of their local and regional food system.



Goals of the research:

- Better understand the local and regional food system workforce and identify challenges and opportunities.
- Identify possible gaps and opportunities in education and training.

Defining local and regional food systems

For the purposes of this work we defined local and regional food systems as:

Organizations that **produce, process and/or distribute food from Michigan** that is available to Michigan consumers, and/or organizations that **support this system.**

PROJECT RESEARCH AREAS



- **Food systems job scan**

- Types of jobs, job and educational requirements, and salary ranges for jobs in the food system
- Identified skills required and the different areas of growth
- Note this was a broader food system scan and not specific to local and regional food systems

- **Survey of Local and regional food system businesses**

- Data to better understand workforce needs, available jobs, gaps, challenges and opportunities.

- **Stakeholder interviews**

- Data to enhance survey data on workforce needs, changes, challenges and opportunities.

- **Scan of other food system workforce research**

- **Food systems training/ education scan**

- A review of the many training opportunities and educational offerings across MI that are pertinent to the job needs of the LRFS food system.

- **Worker profiles**



MICHIGAN'S FOOD SYSTEMS JOBS SCAN

CORE INDUSTRY GROUPS & OCCUPATIONS



1. Food production
2. Farm inputs
3. Food manufacturing and processing,
4. Wholesale distribution, and
5. Food retail sales

EMPLOYMENT AND AVERAGE EARNINGS

	Total Employment (number of people working)	Average earnings (\$)
Food Production	37,178	25,822
Farm inputs	18,048	30,096
Wholesale distribution	27,095	64,889
Manufacturing and processing	43,203	55,189
Retail	268,825	25,738

HIGHEST PROJECTED GROWTH IN JOBS OVER NEXT 5 YEARS

- **Meat, poultry, and fish cutters (+19%)**
- **Veterinary technologist (+11%)**
- **Labor and freight material movers (+11%)**
- **Industrial truck and tractor operators (+10%)**
- **Heavy tractor-trailer drivers (+10%)**
- **Institution and cafeteria cooks (for example at schools or hospitals) (+10%)**

MICHIGAN FOOD SYSTEM WAGES



	Growth in wages 2013-2018
Food systems jobs in Michigan	19%
All industry jobs in Michigan	14%
Food Systems jobs nationally	16%

Wages have **risen at a higher annual rate than other industries** in the state.

Wages for food systems jobs in Michigan are also **increasing at a faster rate than similar jobs nationally.**

TOP REQUESTED SKILLS BY EMPLOYERS

Commonly requested skill clusters across the food systems industries included:

- Food safety
- Handling and preparation
- Customer service
- Sales
- Business management



SURVEY OF BUSINESSES

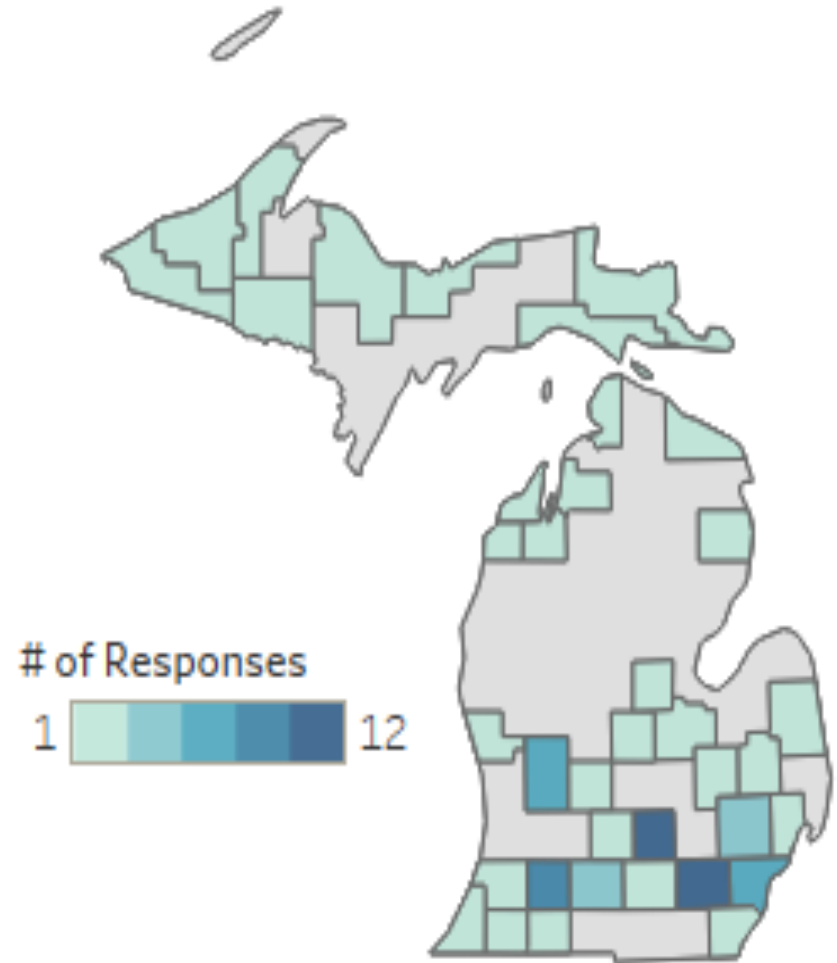
143 SURVEY RESPONSES



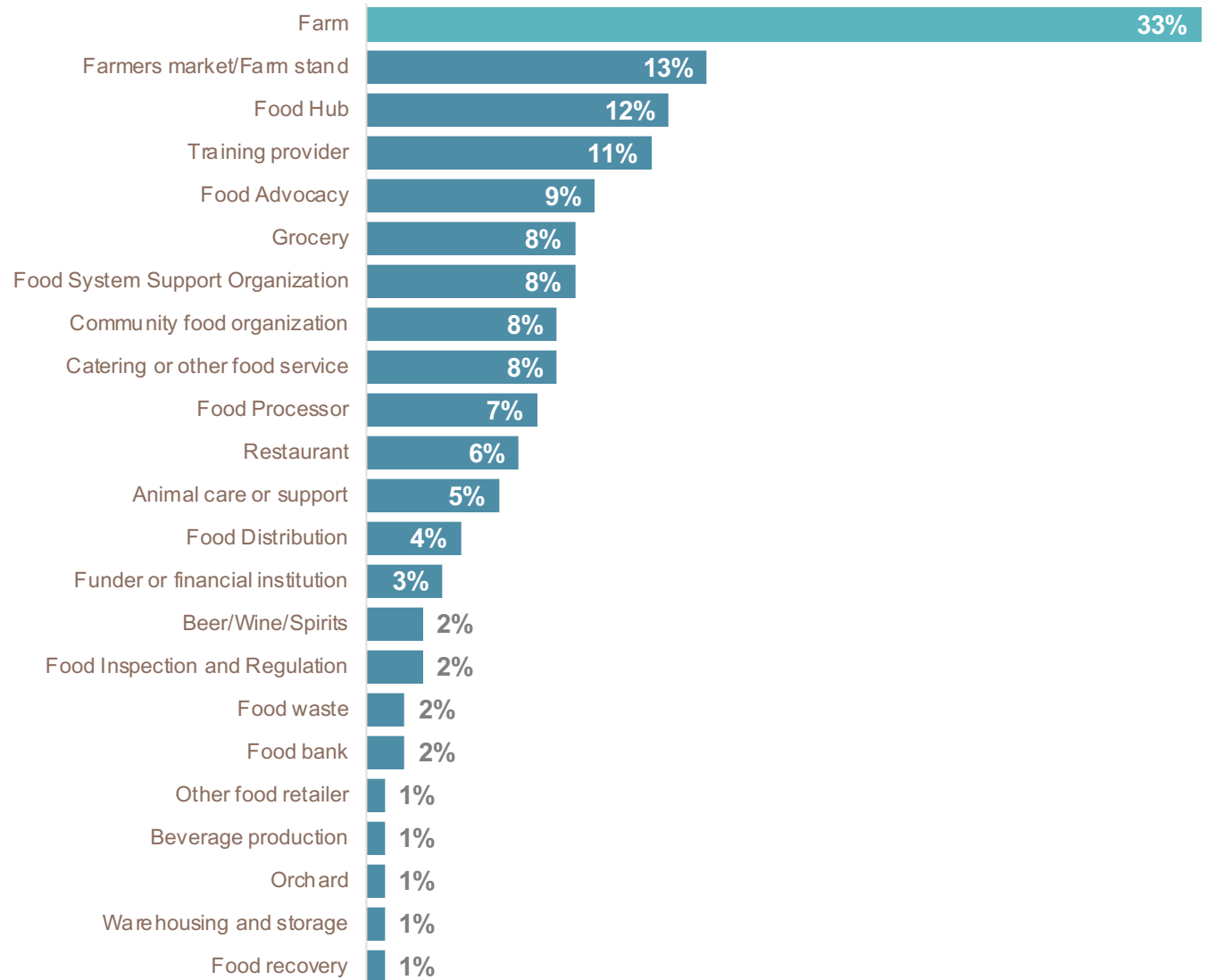
Current job openings,
hiring and retention

Skills and qualifications
for their staff

Their organizations use of
and need for additional
training



One-third of respondents **identified** their organization as a farm, followed by farmer's markets or farm stands and food hubs.



JOB VACANCIES

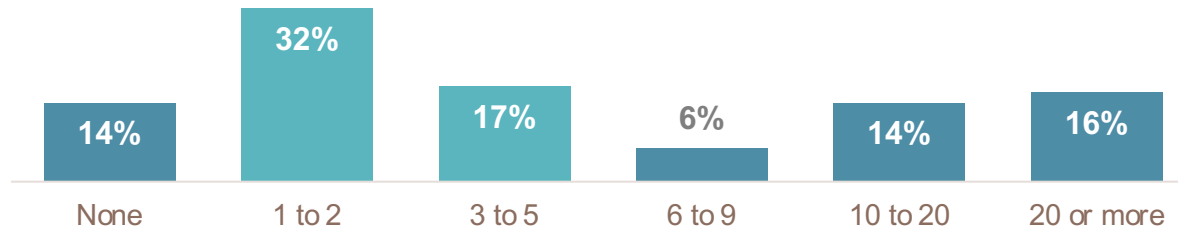
Current job vacancies are commonly caused by **organizational growth** or **replacement of workers**.

(n=47)



Almost 50% of respondents expect to hire between **1 and 5 workers** in the next 3 years. Only **14%** expect to have no hiring needs

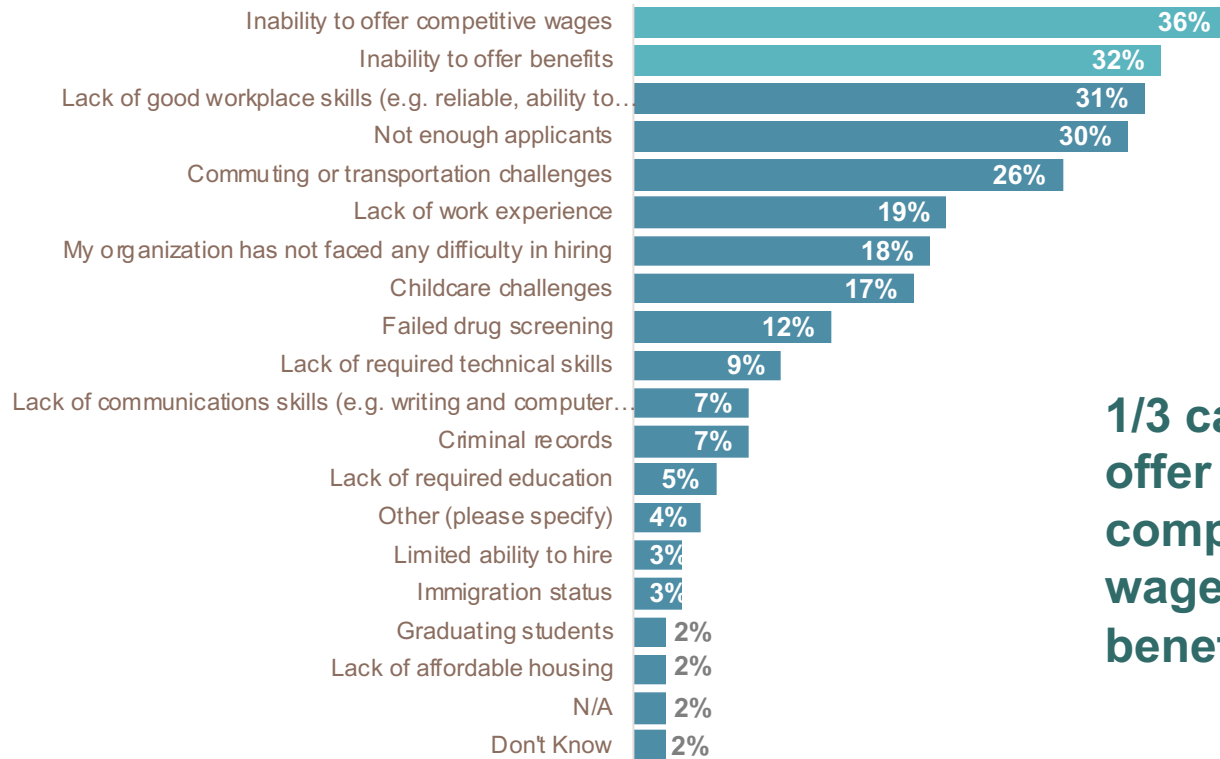
(n=98)



HIRING AND RETENTION

Challenges in hiring:

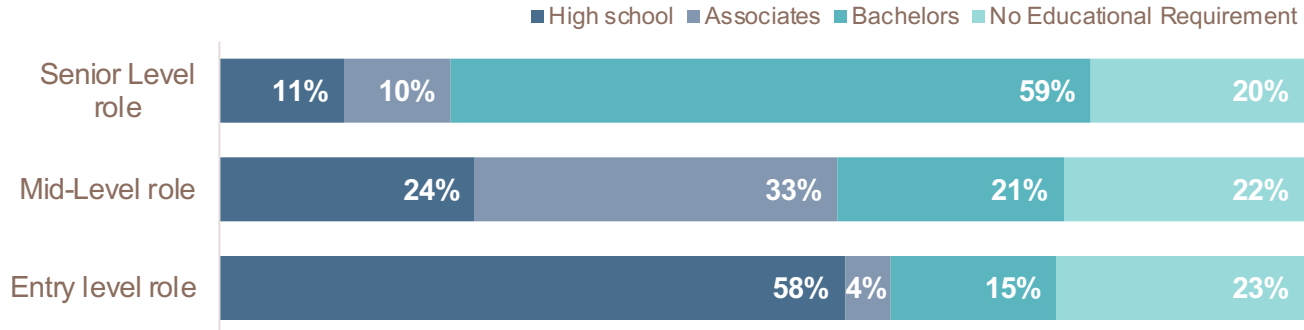
The **inability to offer competitive wages or benefits** is the lead challenge in hiring qualified food system workers.
(n=101)



**1/3 cant
offer
competitive
wages and
benefits**

EDUCATION & SKILL REQUIREMENTS

Typical Education Requirements by Position Level n=103



No respondents listed either an industry credential or a graduate degree as an educational requirement at any level of employment (n=103).

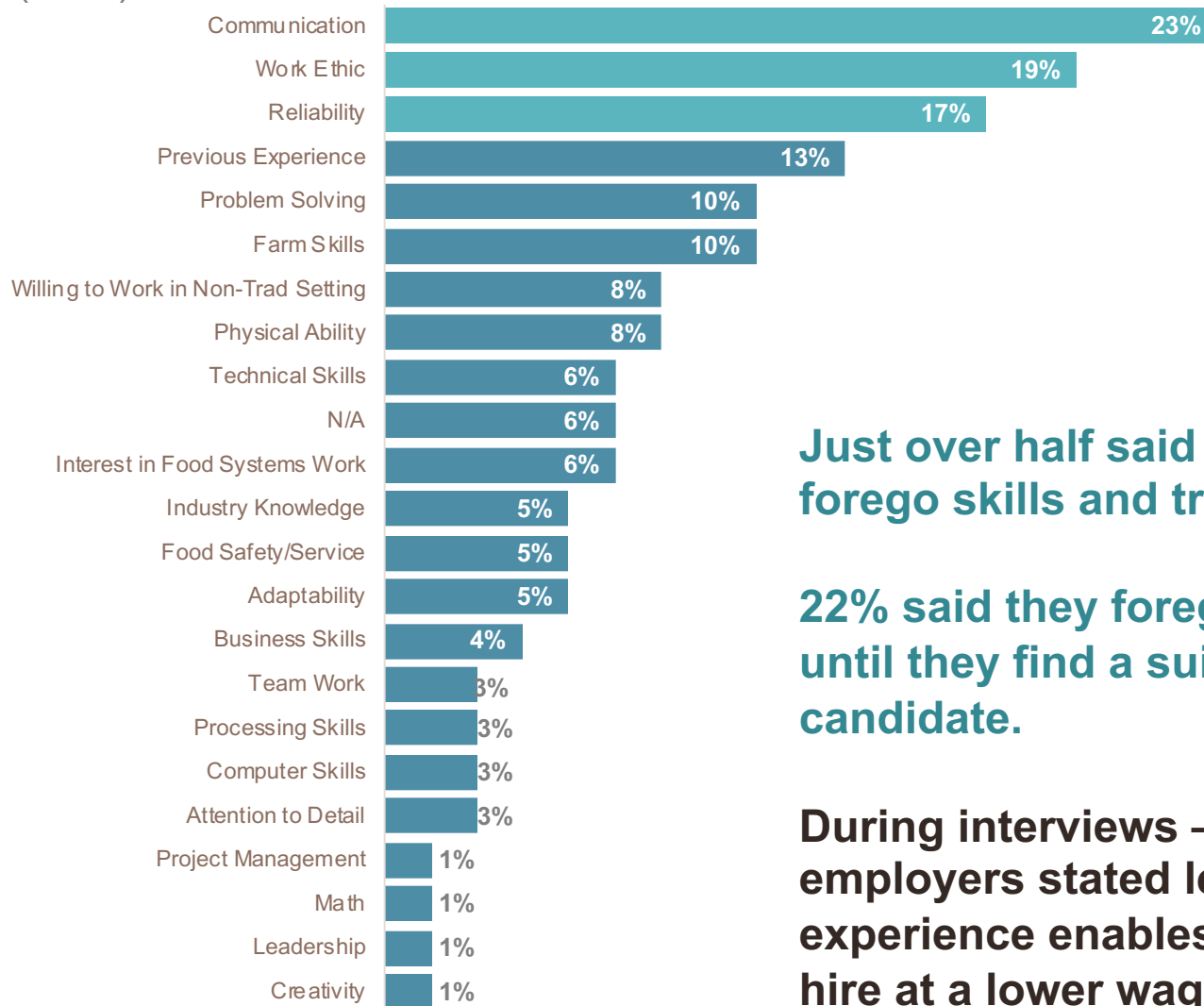
Respondents were asked what additional industry certifications they look for when hiring a candidate

Certification in food safety in handling (most commonly SERV Safe for Handlers and Managers) was cited by 57% of respondents (n=37).



Workplace skills including communication, work ethic and reliability were commonly cited as skills that are difficult to find in new hires.

(n=78)



Just over half said they forego skills and train on job.

22% said they forego hiring until they find a suitable candidate.

During interviews – employers stated less experience enables them to hire at a lower wage.

FACTORS INFLUENCING HIRING AND WORKFORCE DEVELOPMENT

Most commonly cited factors potentially impacting staffing needs over the next 1-3 years (n=102):

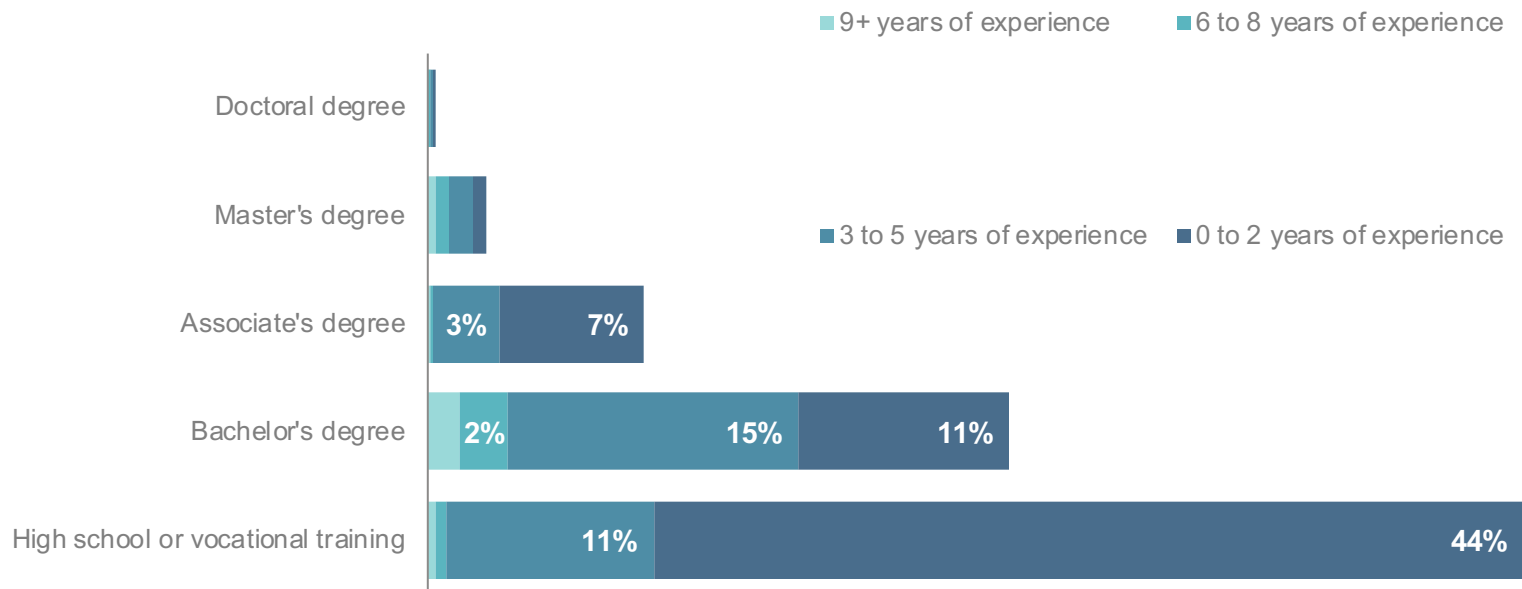
- Economic growth and
- Limited access to capital



EDUCATION AND TRAINING OPPORTUNITIES SCAN

EDUCATION AND LEVELS OF EXPERIENCE REQUESTED IN FOOD SYSTEMS INDUSTRIES

Labor market data and employer feedback suggest that **many jobs in food systems do not require more than a high school diploma (55%) or more than 2 years' experience (64%)...**



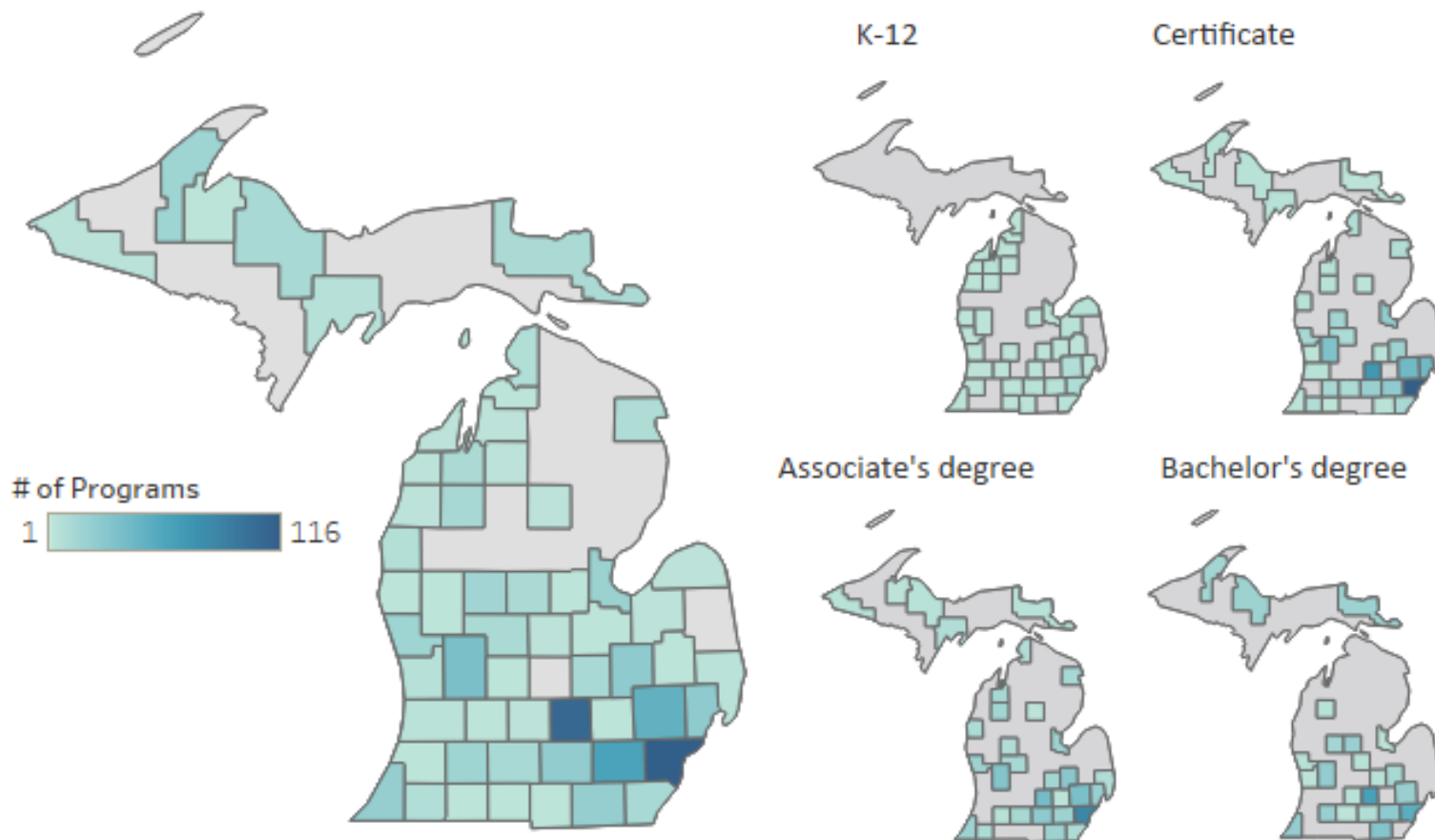
(n= 36,5050 job postings; Burning Glass Technologies 2016-2018)

EDUCATION AND TRAINING PROGRAMS BY CAREER PATHWAY AND CREDENTIAL TYPE

Career Pathway	K-12	Workforce Training**	Industry-Recognized Certificate	Associate's Degree	Bachelor's Degree	Graduate Degrees	Total
Total	46	15	240	206	155	90	744

...however, the education scan showed a **notable gap in k-12 educational opportunities in food systems.**

CONCENTRATION OF TRAINING PROGRAMS FOR LOCAL AND REGIONAL FOOD SYSTEMS



WHERE EMPLOYERS ACCESS EDUCATION AND TRAINING

- **MSU, MSUE, or through specific programs** or department such as MSU IAT, CRFS, or the Organic Farmer Training Program **(60% of respondents (n=46) accessed training)**.
- **State associations** such as MIFMA, Michigan Restaurant Association, and the School Nutrition Association of Michigan **(52%)**.
- **Other educational institutions** included local 4-year universities, community colleges and K-12 school districts **(35%)**.
- **State, federal and local government agencies** related to ag, economic development, environment and health are also accessed for training needs **(20%)**.
- **Community resources** including foundations, nonprofits, and libraries **(26%)**.
- **Online resources** like Google, YouTube, and the Ridgedale permaculture web series **(6%)**.

SUGGESTIONS FOR ACTION

- **Develop solutions in partnership** with business to meet hiring, retention, and training needs, ***focusing on targeted areas*** (eg. food processing).
- **Provide better information** about food system jobs, career pathways, and education and training opportunities, ***particularly at the K-12 education level***
- **Integrate services** for business assistance, workforce development support, and training for food system businesses
- **Explore cross-sector partnerships** to improve food system job readiness, access, and quality.

FUTURE WORKFORCE ASSESSMENT WEBINARS

JANUARY 16, 2020 – 12PM

Webinar: A scan of job types, wages and trends in Michigan's food system workforce (part 2 of 4)

JANUARY 30, 2020 – 12PM

Webinar: Developing Michigan's local and regional food system workforce – challenges and opportunities (part 3 of 4)

FEBRUARY 13, 2020 – 12pm

Webinar: Workforce education and training opportunities in Michigan's local and regional food systems (part 4 of 4)