

There are jobs to fill in Michigan's local and regional food system.

We surveyed and interviewed local and regional food system employers to **better understand employment, skill shortages and critical factors impacting current and future workforce demand.**

41% of employers currently have job openings.

14% of respondents hire all full-time employees.

10% hire all part-time.

86% of food system employers anticipate **hiring at least 1 new worker** by 2021.

The rest hire a mix of full- and part-time workers.

But there are challenges:



Pool of candidates lacks workplace skills (31%), transportation (26%) and previous work experience (19%).



Employers have difficulty offering competitive wages (36%) or benefits (32%).



Workplace skills that are hard to find include:

- Communication (23%)
- Work ethic (19%)
- Reliability (17%)

Many employers **hire workers without food system skills or experience** and train them on the job.

The most needed trainings for food system skill development include:



- Day-to-day operations
- Food handling
- Safety procedures
- Sales and marketing
- Customer service



- Machine operation
- Organic farming
- Animal handling
- Trade skills



2019 Workforce Assessment of Michigan's Local and Regional Food System: *Developing Michigan's local and regional workforce: challenges and opportunities identified by surveying business owners*

LEARN MORE: foodsystems.msu.edu/michigan-food-workforce