



## *Institute of Food Processing Technology*

# *Leading the way to a skilled workforce*

*Luis Garcia*

*Chair*

*Institute of Food Processing Technology*

*Conestoga College ITAL*



*Institute of Food Processing  
Technology*

# Outline

- Background – what is the IFPT?
- IFPT – Plans and current activities
- Industry Opportunities – working together!

# Background



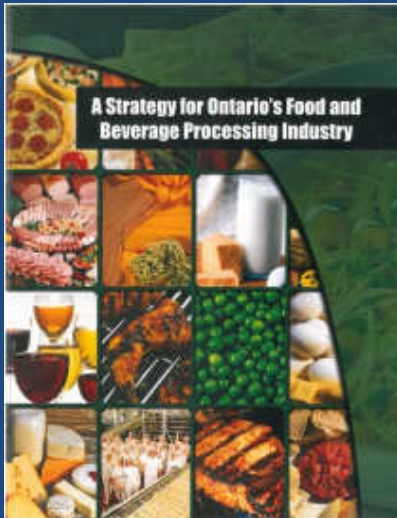
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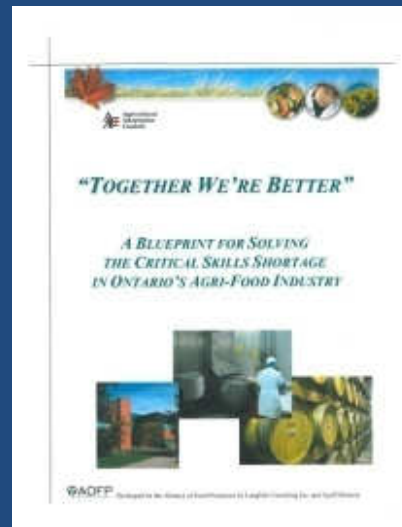
# *“Workforce Ahead”*, key findings

- Lack of skilled labour is a major challenge (supervisory level, skilled trades)
- Poorly prepared supervisors
- Line workers increasingly require analytical problem-solving skills
- Machine operators will increasingly be expected to perform routine troubleshooting maintenance
- Very high turnover

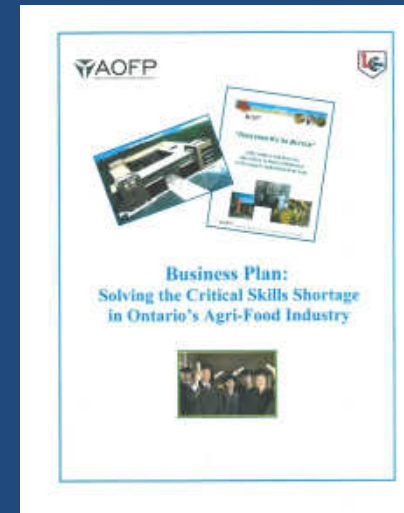
2007-2008



Build Human  
Resource Capacity



- Path to community college
- Dedicated training centre



"how to manual"

# Conestoga College ITAL

- Comprehensive polytechnic institute (1967)
- 60,000 students in > 280 programs
  - ✓ apprenticeship, certificate
  - ✓ 2-3 yr diploma & advanced diploma
  - ✓ degree, applied degree, post-graduate
- Highest job placement rate: 94.2% ('08)

# Conestoga College ITAL

- Industry partner supporting Advanced / Lean Manufacturing
  - ✓ Integrated Advanced Manufacturing Technologies
  - ✓ Robotics Technologies Labs
- Location!
  - ✓ Kitchener, Waterloo, Cambridge, Guelph, Stratford



## Conestoga's New Cambridge Campus 1,000,000 sq ft

Phase 1  
260,000 sq ft



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CONESTOGA COLLEGE, CAMBRIDGE CAMPUS - PHASE ONE BUILDING SCHEMATIC DESIGN REPORT  
Morgan & Tetlow Architects - September 18, 2008

## IFPT Building Opening September, 2011

# School of Engineering and IT

- 260,000 sq. ft. LEED Silver Facility
- Programs
  - ✓ Civil/Mechanical/Environmental Engineering
  - ✓ Electrical Engineering / Electronics
  - ✓ Industrial maintenance
  - ✓ Robotics and Automation, Automated Manufacturing Tech.
  - ✓ Welding
  - ✓ Tool and Die
  - ✓ Process Quality, Quality Assurance
  - ✓ Computer and Software Technologies
  - ✓ Many, many more

# Institute of Food Processing Technology

- First dedicated training institution
- Goal: build human resource capacity

# IFPT

- Training opportunities for,
  - ✓ High School students
  - ✓ New Canadians
  - ✓ Laid-off workers from other sectors
  - ✓ Industry veterans looking for advancement
- Strategic plan
- Environmental scan (industry, academia, gov.)

# Proposed Programs

- “Food Safety” OCC 80 hrs
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- “Food Packaging Techniques” OCC 1 yr
- “Laboratory Technician – Food Processing”

# Proposed Programs

- |   |     |        |
|---|-----|--------|
| • “Food Safety”                             | OCC | 80 hrs |
| <hr/>                                       |     |        |
| • “Food Packaging Techniques”               | OCC | 1 yr   |
| • “Laboratory Technician – Food Processing” |     |        |
| <hr/>                                       |     |        |
| • “Plant Supervision – Food Processing”     | OCD | 2 yr   |
| • “Food Processing – Maintenance Mechanic”  |     |        |
| – Electrical systems                        |     |        |
| – Robotics and automation                   |     |        |
| – Refrigeration technologies                |     |        |

# Proposed Programs

- |   |      |        |
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| – Robotics and automation                       |      |        |
| – Refrigeration technologies                    |      |        |
| • “Food Safety Systems – Design/implementation” | OCAD | 3yr    |
| • “Business Administration – Food Processing”   |      |        |

# Process operator – Food Manufacturing

- Apprenticeship

- well established approach to learning (in-class/on-the-job)
- typically 2 – 5 yrs total
- in-class portion: 4 – 12 weeks/yr
- ~ 90% on-the-job, 10% in-class

- MTCU definition

*“Process Operator (FM): operates, monitors, adjusts and maintains food processing units and equipment”*

# Process operator – Food Manufacturing

- Level 1 (87 hrs)
  - ✓ Food safety & security
  - ✓ Environmental
- Level 2 (153 hrs)
  - ✓ Electrical and instrumentation
  - ✓ Mechanical
  - ✓ Communication and computer skills
- Level 3 (60 hrs)
  - ✓ Continuous quality improvement
- On-the-job (4000 hrs)

# Food Safety – Online

- Basic food safety knowledge
- Core course for all programs
  - ✓ Food safety responsibilities
  - ✓ Food safety hazards
  - ✓ GMP
  - ✓ FSMS (HACCP, sampling/testing, record-keeping)
  - ✓ Interactive, exciting, fun!
- Available on Conestoga College's website
- FPHRC: national scope
- Up and running by end of 2010

# Industry Opportunities

- Food industry initiatives for 2010

“lowering labour costs through automation of an existing line”

(Benchmarking for success 2009, AAFC – Deloitte)

- Ability to recruit skilled labour
- Trained employees = increased employee loyalty

→ Reduced turnover

# Industry Opportunities

- Financial incentives
  - ✓ Ontario Apprenticeship Training Tax Credit  
**Up to \$5000/yr · apprentice**
  - ✓ Federal Apprenticeship Job Creation Tax Credit  
**Up to \$2000/yr · apprentice**
  - ✓ Co-operative Education Tax Credit  
**Up to \$3000/student**

# Continuous Industry Engagement is KEY

- We're in this together!!
  - ✓ enrolling in Food Safety course
  - ✓ hiring apprentices
  - ✓ participating in co-op programs
  - ✓ hiring graduates
  - ✓ offering incentives to current employees
  - ✓ making the Food Industry an *Employer of Choice!*

*Questions ??*

***Look forward to working with  
you!***

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