

Understanding Career Pathway Opportunities

September 12, 2022

Michigan Department of Labor & Economic Opportunity
Workforce Development



Understanding Career Pathway Opportunities

Today's Presentation

Michigan's Food and Agriculture Industry is the second largest employing 17% of the state's labor force. Over the last five years, Michigan has seen a significant increase in the recruitment of foreign labor to fill job vacancies.

Several workforce development professionals have partnered to facilitate a panel discussion that will provide:

- Education and Awareness of the Food and Agriculture industry in Michigan.
- Data to support food and agriculture career pathway into and within the industry.
- Support strategies and resources for job seekers.
- Support strategies and resources for employers.
- Support strategies and resources for educators.



MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY

AGRICULTURAL
& FOREIGN LABOR
SERVICES

Agricultural and Foreign Labor Services (AFLS)

About AFLS

Agricultural and Foreign Labor Services was created to help grow Michigan's economy by:

- Retaining and attracting global talent;
- Centralizing and streamlining employment and training services for Employers and Migrant and Seasonal workers;
- Ensuring equity in access to employment and training service programs for migrant and seasonal workers; and
- Striving to meet the skilled labor needs of Michigan's employers.

We accomplish this through the efforts of our staff in the following work units;

- Agricultural Employment Services
- Foreign Labor Services
- Office of the State Monitor Advocate



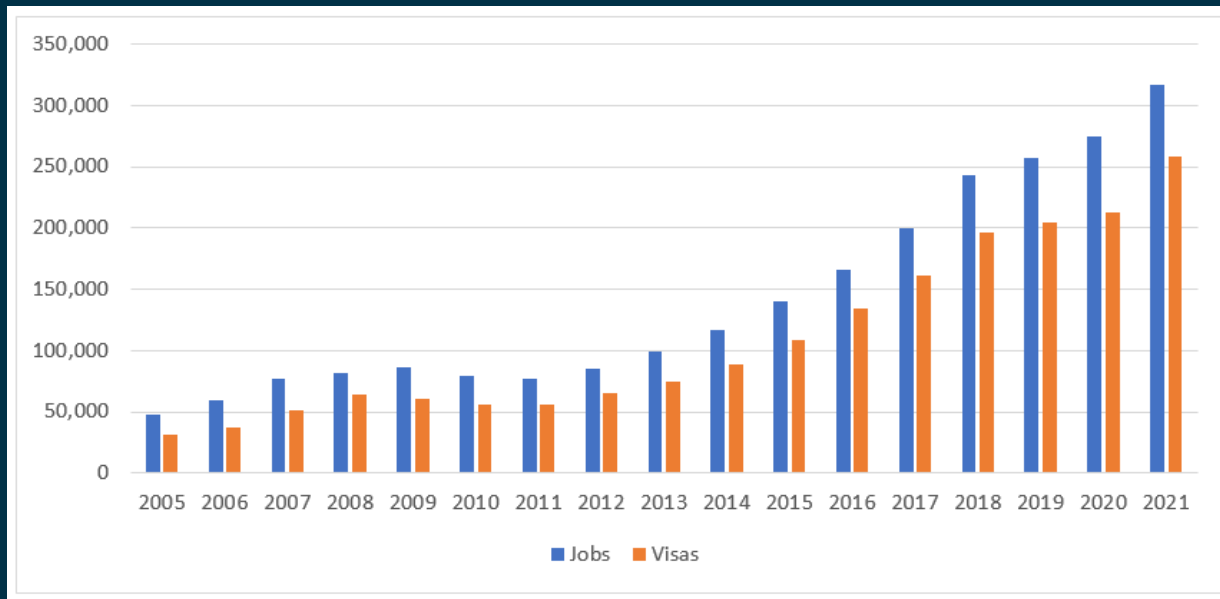
MICHIGAN DEPARTMENT OF
LABOR & ECONOMIC
OPPORTUNITY

AGRICULTURAL
& FOREIGN LABOR
SERVICES

Understanding Career Pathway Opportunities

The H-2A and H-2B Temporary Foreign Labor Certification Program Growth.

In FY21, the Department of Labor (DOL) certified over 317,000 seasonal farm jobs to be filled by H-2A workers, up 15 percent from 275,000 in FY20, and more than three times the 100,000 jobs certified in FY13.



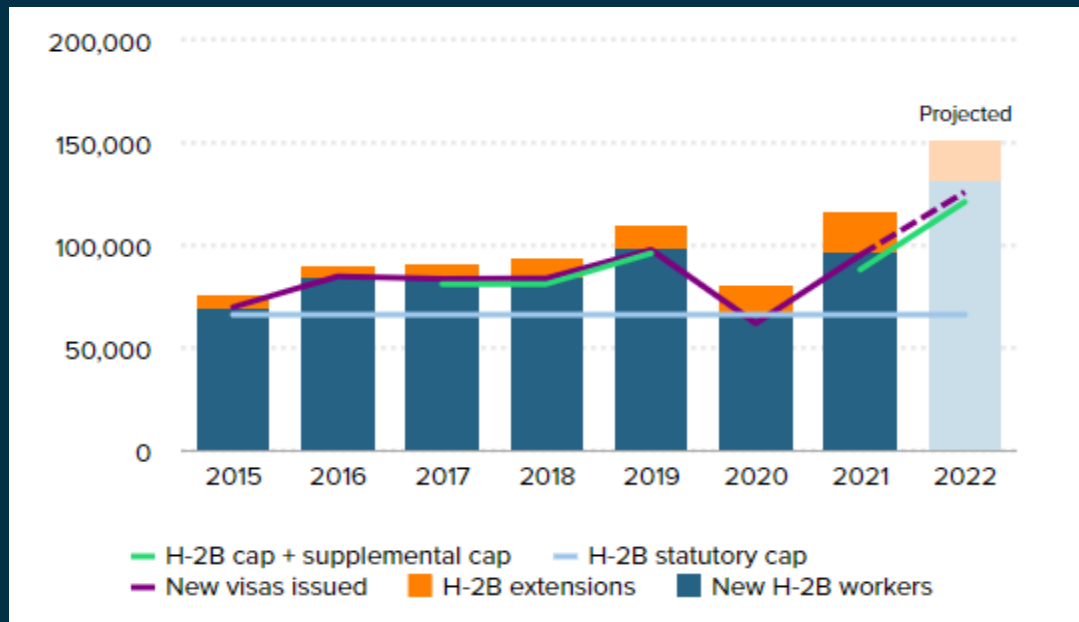
[A Look at H-2A Growth and Reform in 2021 and 2022](#)

Understanding Career Pathway Opportunities

The H-2A and H-2B Temporary Foreign Labor Certification Program Growth

In 2021, when 22,000 supplemental H-2B visas were added to the statutory cap of 66,000 for a total cap of 88,000, there were a total of 116,684 H-2B workers.

Those 116,684 H-2B workers included 97,129 new H-2B workers and 19,555 visa extensions.



The size of the H-2B program is projected to reach a new high in 2022.

Data on the Michigan Food System Sector

Megan Elyse Williams, Director of Research & Evaluation

September 12, 2022



CSW

Corporation for a
Skilled Workforce

Michigan Works! Conference

About CSW

CSW catalyzes change in educational and labor market systems, policies and practices to increase economic mobility, particularly for people of color and others historically excluded from success. We focus on achieving scalable improvements in worker skills, lifelong learning, and job quality. CSW collaborates with change makers to develop strategies, identify evidence to inform strategies, build the capacity of organizations, manage initiatives, and evaluate lessons learned.



**Improving
Practices &
Outcomes**



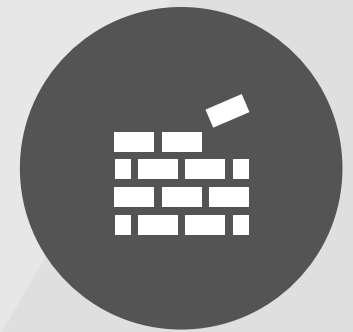
**Competencies
& Credentials**



**Federal, State, &
Local Systems
Change**



**Research &
Evaluation**

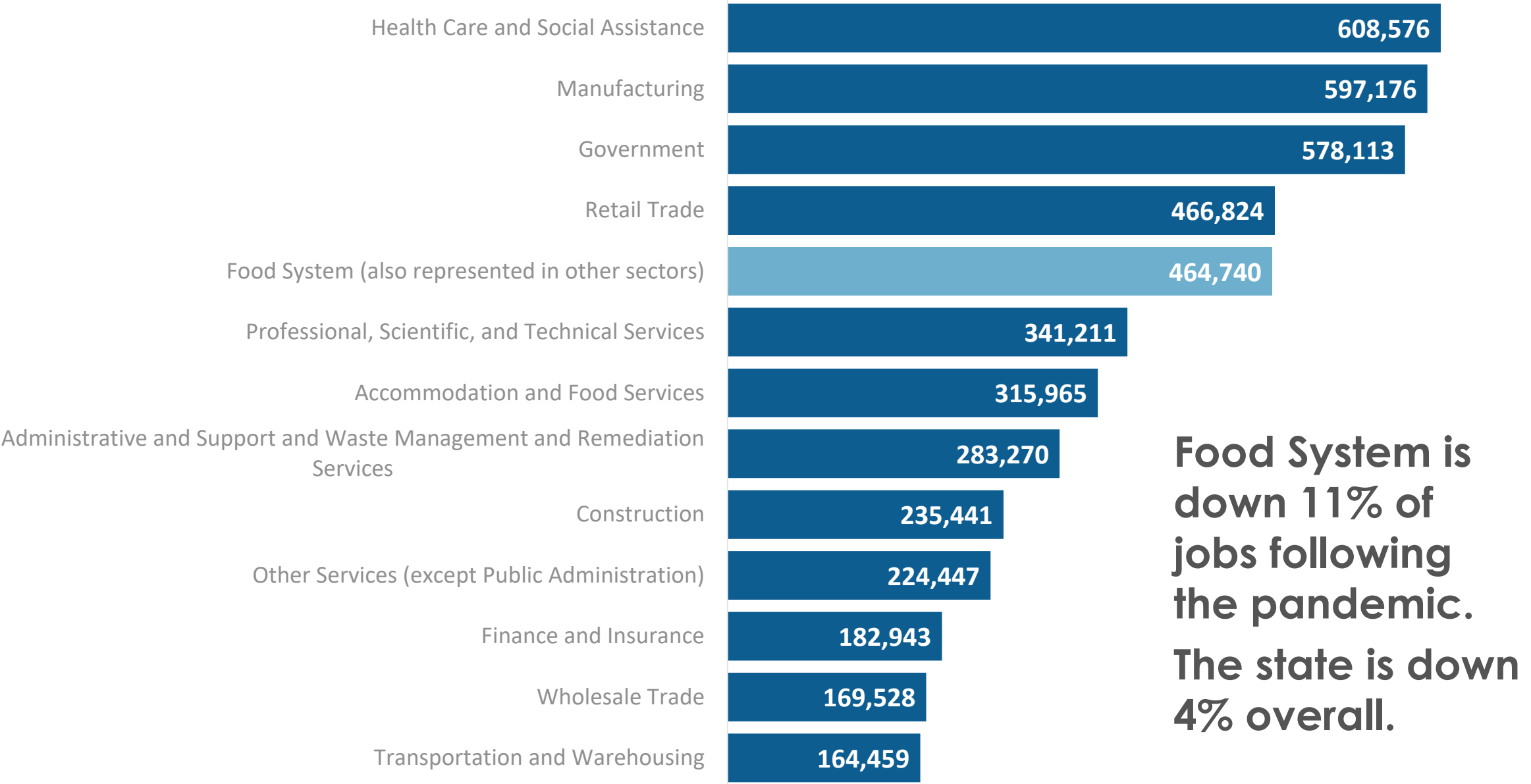


**Trauma &
Resilience at
Work**

Food System Sector

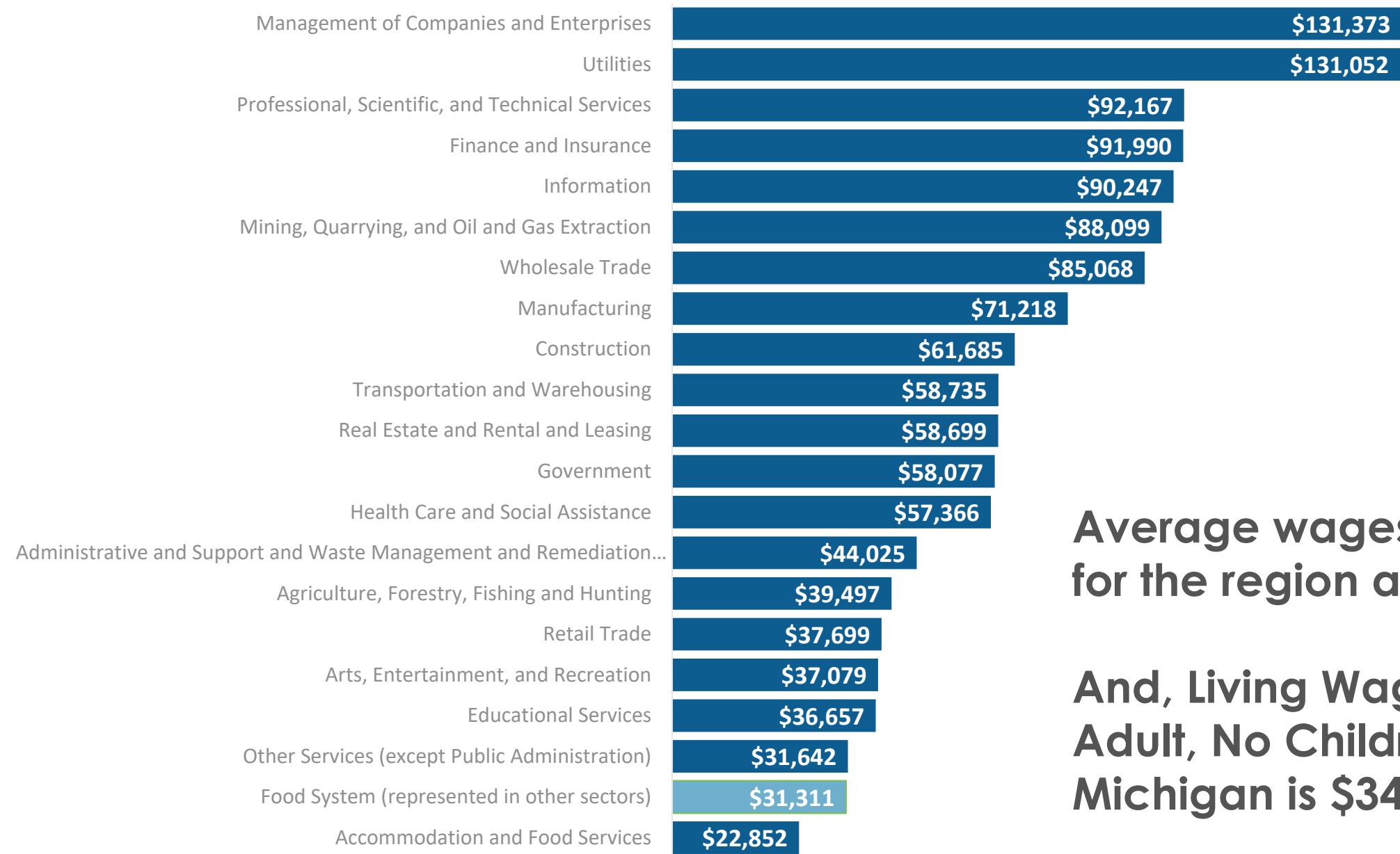
The Food System is the 5th largest industry in Michigan (10% of jobs).

Food System jobs are also represented in other sectors. Data: Lightcast; 2022



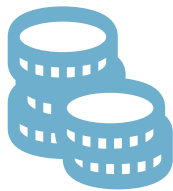
Food System wages and salaries are the 2nd lowest in the state.

Food System jobs are also represented in other sectors. Data: Lightcast; 2022



Average wages & salaries
for the region are \$59,033.

And, Living Wage for 1
Adult, No Children in
Michigan is \$34,028



This includes:

- Backend (not front facing) jobs in the Food Preparation & Services sector
- Jobs in the Food Wholesale & Distribution sector except for Drivers/Sales Workers
- Non-sales jobs in the Food Retail sector
- Jobs in the Food Manufacturing and Processing sector

White food system workers are mostly overrepresented in Food Production as are Latinx workers.

Farmers, Ranchers and Managers identify almost entirely as white.

**Food System
workers of color
are
overrepresented
in lower paying
jobs.**

With support, there is opportunity...

Subsector	2019 Jobs	2022 Jobs	% Change	2021 Payrolled Businesses	Wages
Food Production	47,147	50,335	7%	3,235	\$39,497
Food Inputs & Services	18,813	20,548	9%	1,267	\$41,993
Food Manufacturing & Processing	47,851	48,977	2%	1,783	\$54,263
Wholesale Food Distribution & Storage	31,287	30,184	-4%	1,498	\$66,953
Retail Food Distribution	79,082	74,408	-6%	5,122	\$28,147
Food Preparation & Service	323,109	267,705	-17%	15,505	\$21,690

Data: Lightcast; 2022

Food Manufacturing & Processing

Food Manufacturing and Processing

Regulation, Quality Assurance, and Research and Development Pathway



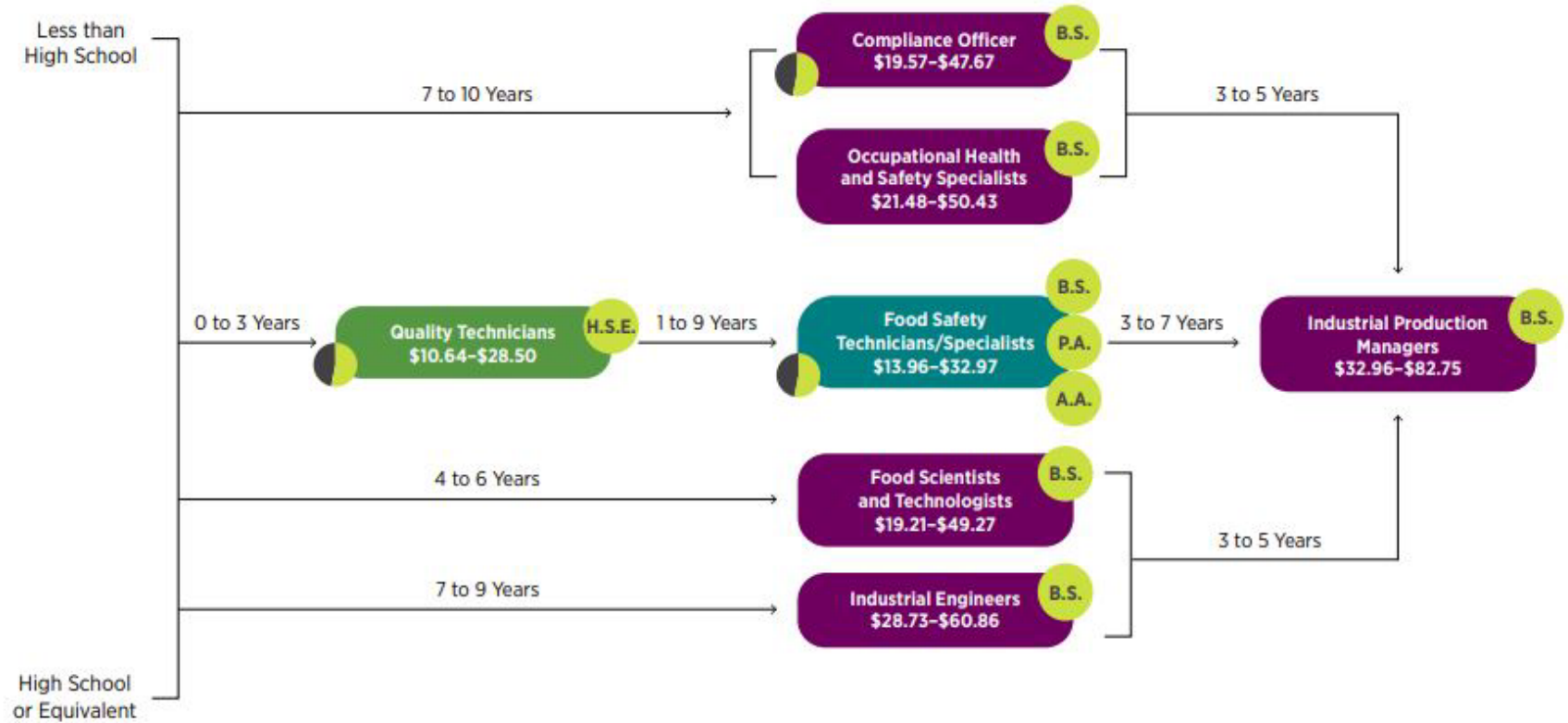
Entry-Level



Middle-Skill



High-Skill



Wholesale Food Distribution & Storage

Wholesale Food Distribution or Storage

Sales, Purchasing, and Administration Pathway



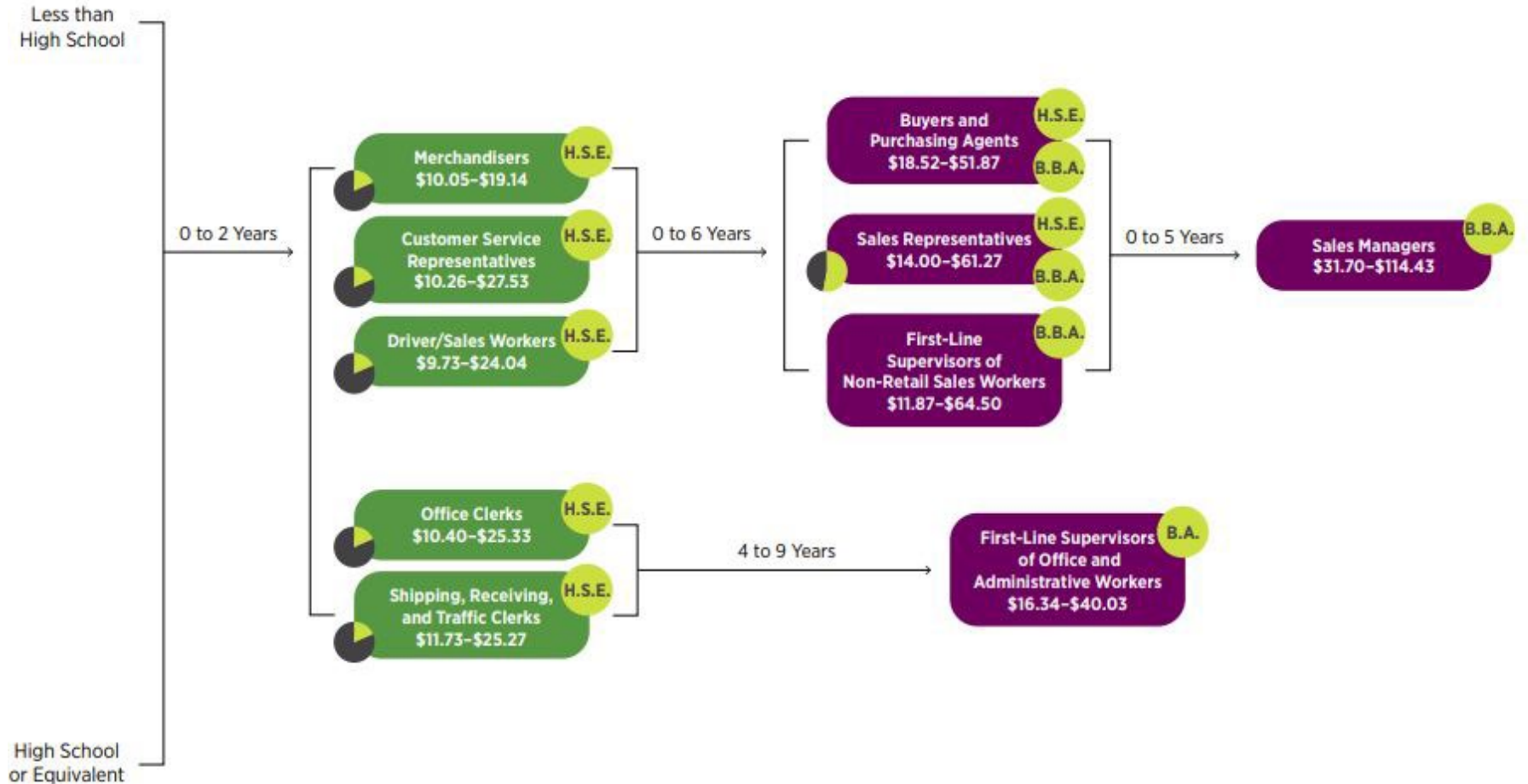
Entry-Level



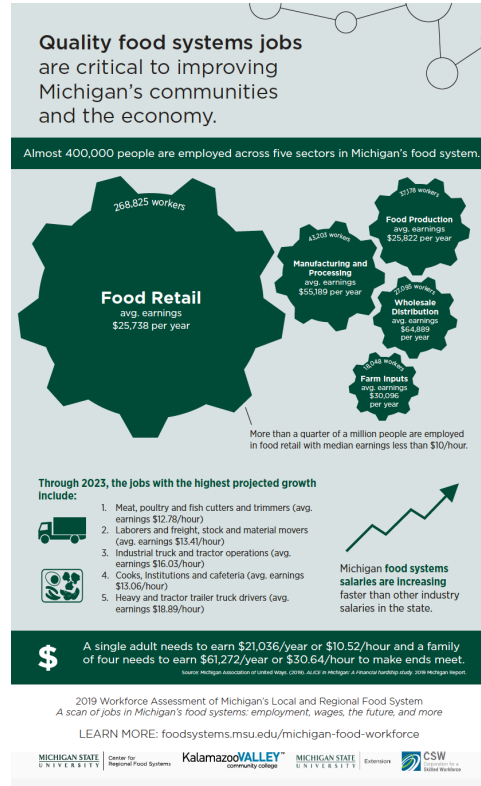
Middle-Skill



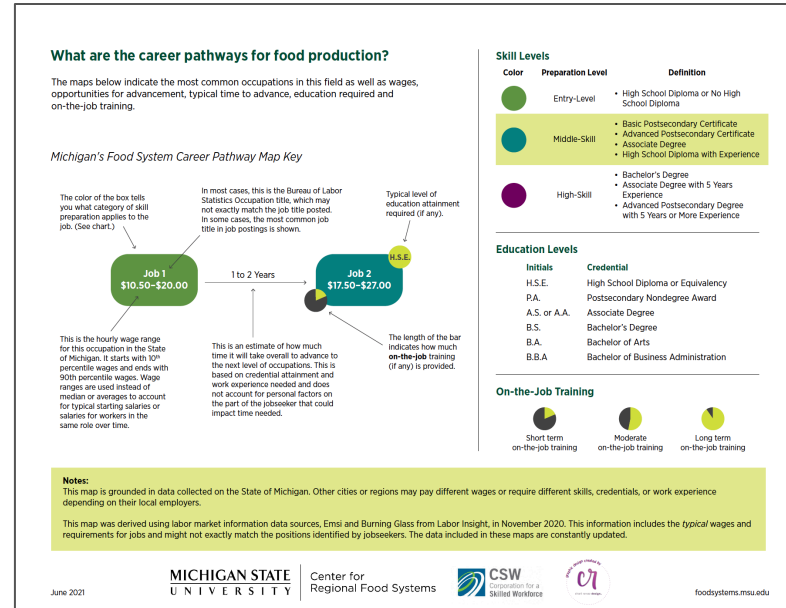
High-Skill



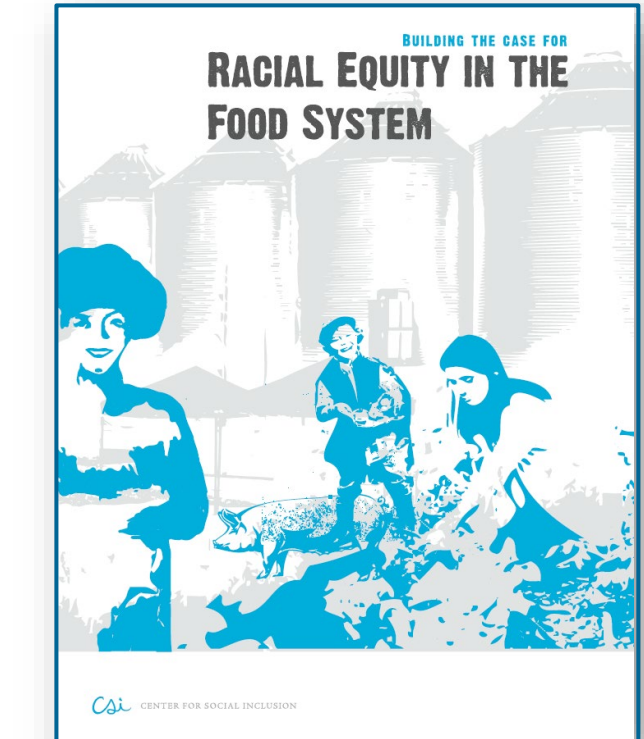
Additional Data & Resources



2019 Workforce Assessment of Michigan's Local and Regional Food System, MSU Center for Regional Food Systems & CSW



Food System Career Pathways in Michigan, MSU Center for Regional Food Systems & CSW



Building the Case for Racial Equity in the Food System, Race Forward

Thank You!



www.skilledwork.org



mwilliams@skilledwork.org



(734) 769-2900

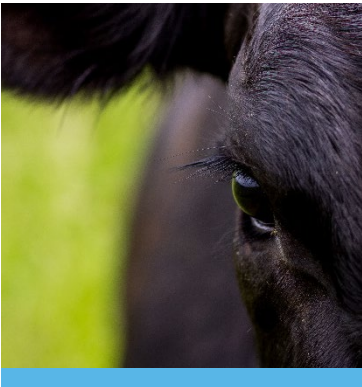


1100 Victors Way
Ann Arbor, MI 48108



Food and Agriculture Workforce Solutions

September 12 , 2022



The Food and Agriculture Workforce

Fast Facts

- The pay for occupations in the agriculture cluster is among the lowest of all industry clusters in Michigan.
- The top 15 key occupations in the agriculture cluster display a narrow range of pay, from \$9 to \$12 for graders and sorters of agricultural products and for Farmworkers and laborers to \$25 to \$39 for Farmers, ranchers, and other agricultural managers.
- Michigan's agriculture cluster presents many advantages, including relatively consistent job growth (even through the Great Recession) and being a key source of exports. However, the cluster faces the same challenges it has dealt with in the past, such as shortages of migrant workers, low pay, and aging farm operators.
- Nominal wages in the agriculture cluster are noticeably lower than the Michigan average. Between 2000 and 2017, wages in this cluster were below the statewide wage each year by at least \$6,500. Since 2014, the gap has widened to about \$9,900.

[Source: Agriculture Cluster Report 704154_7.pdf \(michigan.gov\)](#)

Michigan Food and Agriculture Strategic Employment Planning

Food and Agriculture Workforce Solutions Team:

Developing to find solutions for Michigan's food and agriculture industry development.

[Strategic Employment Planning Website](#): Resource Hub

Targeted Audiences:

Job Seekers

Employers

Educators

Supporting Job Seekers

Learn about the Industry

What jobs and careers are there in food and agriculture? The following resources highlight the various areas of the food and agriculture industry and demonstrate the diverse types of jobs that are available..

Career Pathways and Programs

Check out the different career pathways for different sectors in the food and agriculture industry.

Prepare for your Career

Training and credentials are pivotal to becoming the best candidates in the industry. Explore programs to prepare for a career in food and agriculture.

Find Careers in the Industry

Selecting and applying for the right jobs can increase your chances for an interview. Expand your job search with these search engines and strategies..

Supporting Employers

Recruit Talent Now

Post a job through multiple job portals to find workers and talent. Click on the links for direct access to posting sites.

Make Connections for Support

Who can I connect with to find resources available to me?

Develop your Brand

Long-term results in building a pipeline for talent depend on a strong brand when recruiting candidates.

Utilize Competitive Data

Make decisions on recruitment strategies based on statewide data for competitive wages, benefits, postings, and more.

Supporting Educators

Elementary

Plant the seed with elementary school aged kids with these resources.

Middle, Junior & High School

Grow interest in the food and agriculture industry.

Post High School

Connect with an agency for support in filling for job postings.

Curriculum Resources for Educators

Find meaningful material to integrate into your food and agriculture science curriculum.

Questions?



@MIDeptofAgriculture



@MichDeptofAg



Michigan Department
of Agriculture & Rural
Development



@MichiganAgriculture



Michigan Department
of Agriculture & Rural
Development



Highlights



Institute of Agricultural Technology
MICHIGAN STATE UNIVERSITY

YOU BELONG HERE

Institute of Agricultural Technology (IAT)

Delivers innovative, educational programs that prepare graduates through intensive, practical learning and skill enhancement.

- **14 Certificate Programs**
- **13 Community College Partner Locations**
- **Required Professional Internship**
- **Career Ready, job focused**
- **Option to Complete CANR Bachelors at MSU**



Michigan State University, East Lansing

Production Agriculture

- Agricultural Industries
- Fruit, Vegetable and Organic Horticulture Management

Turf Management & Landscape Industry

- Landscape and Nursery Management
- Sports and Commercial Turf Management
- Turfgrass Management – Golf Course

Animal Science

- Dairy Management
- Horse Management
- Livestock Industries

Building Trades & Food Industry

- Electrical Technology
- Food Processing, Technology and Safety

IAT Certificate Programs

Off-Campus Programs

- Agricultural Operations
- Food Processing, Technology and Safety*
- Fruit and Vegetable Crop Management
- Landscape Management
- Viticulture – Traverse City, Michigan only
- Forestry Technician (fall 2022)

Transfer pathway from the IAT to MSU undergraduate.

Go to iat.msu.edu for details about each program and check program offerings at community college enrollment locations.

Food Processing, Technology, and Safety Certificate Program



Our Program

- Preparing students to operate and maintain food processing equipment and to collect and analyze product samples for safety and quality testing
- Students can also earn an associate's in applied science from a partner community colleges
 - MSU Main Campus
 - Delta College
 - Kellogg CC
 - Wayne County Community College District
 - Muskegon Community College

Courses

- Food physical sciences
- Food chemistry
- Food microbiology
- Food safety
- Facilities management
- Processing of dairy, meats, fruit/vegetables, cereals

Careers in Food Processing

- Industry Areas
 - Dairy
 - Meat
 - Fruit/Vegetable
 - Cereals
- Career Areas
 - Operations
 - Food Safety/Quality Assurance
 - Sanitation
 - Maintenance

Careers in Food Processing

- Operations: running product through the processing lines
 - Production Supervisor \$57,886
 - Brewer \$39,351
 - Distiller
 - Process Technician \$45,087
 - Fermentation Technician
- Food Safety/Quality Assurance: ensuring products meet all safety and quality standards
 - Food Safety Technician \$49,704
 - Quality Control Technician \$35,737
 - Food Safety Inspector \$52,323 (average base)
 - Food Safety Manager \$75,126
 - Trainer \$60,314

Careers in Food Processing

- Sanitation: ensuring all equipment, utensils, and processing area surfaces are clean and safe for production
 - Sanitation Technician \$27,924
 - Sanitation Supervisor \$54,295
- Maintenance: installing and managing repairs of all food processing equipment
 - Maintenance Technician \$43,109

Admission Requirements

- 2.0 GPA (C Average)
- No SAT scores needed
- Send in High School/College Transcripts
- Funding for program includes
 - Financial aid – fill out FAFSA
 - Scholarships
 - Jobs while attending classes
 - State of MI – Reconnect Funds



How do I apply?

- <http://iat.msu.edu>
- Online application
- Choose the certificate you're interested in
- Ask questions



West Michigan Works!



Karrie Brown
Agribusiness Talent Council Lead



MISSION: The Agribusiness Talent Council is an employer-led collaborative that seeks to expand the talent pool by promoting career pathways and opportunities in West Michigan's agribusiness industry.

Council Strategies

PROMOTE

We are focused on promoting agribusiness as a great career pathway for all ages.

CONNECT

We create new and share existing beneficial resources for the agribusiness industry.

TRAIN

We connect businesses with resources to create their own talent by upskilling their current workforce.

RECRUIT & RETAIN

We create and join projects that pull new talent into agribusiness and keep existing talent long term.

Looking Ahead

- Specialized Job Fairs
- Foods that Built West Michigan
- Career Ag-Xploration

"A strong, local food system is important because it is one answer to the current and looming threats of climate change. Our local food system is also a huge part of our local culture, and it tells the story of our land, people and community. The stronger our local food system is the stronger we are as a people and the more resilient our economy is."

- Alita Kelly, Chair, City of Grand Rapids
Urban Agriculture Committee

Michigan Agriculture and Food Systems Workforce Advancement Initiative

What is the purpose of the initiative?

The Michigan Agriculture and Food Systems Workforce Advancement Initiative (MAFSWAI) seeks to help Michigan food growers, processors, and distributors develop the technology- and data-savvy workforce they need to fill critical jobs by providing more job-based, experiential learning opportunities and credentials for migrant and seasonal farmworkers (MSFWs).

These efforts will be accomplished through several partner organizations such as:

- Corporation for a Skilled Workforce
- Michigan State University's - Migrant Student Services, Center for Regional Food Systems, and the Institute for Agricultural Technology
- Telamon Corporation – National Farmworker Jobs Program
- Michigan Department of Agriculture and Rural Development
- and several other partners

Michigan Agriculture and Food Systems Workforce Advancement Initiative

Project Objectives

This initiative will help advance priorities related to:

- developing innovative educational programs in agriculture systems and technology,
- meet Michigan food business needs to remain viable with a more reliable supply of skilled workers, and
- support MSFWs who want more work stability and economic opportunity to develop the skills needed to advance.

It will also provide additional resources for education and training providers and farmworker support organizations to engage with businesses and farmworkers on the design of these pathways and programs and ensure the supports, like mentoring and coaching, are in place to help people work and learn simultaneously and obtain industry recognized skills and credentials.

This initiative aligns with the Michigan Sixty by 30 Goal.

Michigan Agriculture and Food Systems Workforce Advancement Initiative

Where do education and workforce development partners fit into the initiative?

- Develop and/or revise program promotional materials to a learner's preferred language
- Assist in the recruitment and retention of MSFWs and/or employers to engage in the initiative
- Determine eligibility of MSFW and employer participants for education and workforce programs allowing for dual enrollment where applicable
- Provide assistive and supportive services to remove barriers for MSFW participants
- Provide mentoring and coaching services to MSFWs to ensure successful completion
- Provide Career and Training Services ensuring attainment of a certificate, license, or degree credential



MICHIGAN DEPARTMENT OF
**LABOR & ECONOMIC
OPPORTUNITY**



**WORKFORCE
DEVELOPMENT**

Hector Arroyo Jr.

State Administrative Manager
Agricultural and Foreign Labor Services



Address

Elliott-Larsen Building
320 S Walnut St
Lansing, MI 48933



Email

arroyoh@michigan.gov



Phone

313-949-4570



Website

Michigan.gov/AFLS



Facebook
MichTalent



Twitter
MichiganTalent



LinkedIn
Michigan Talent