



Planning for Tomorrow 2.0

“Through an experiential and multi-disciplinary approach, OAC students continue to shape the agriculture and food sector at local, national, and international scales.”

Planning for Tomorrow 2.0 – Project Purpose & Objectives

The key objective of this study is to identify and evaluate the human resource needs in the agriculture and food sector for the next five years in relation to education programs offered by OAC.

Additional objectives include the following:

- ✓ Update the 2012 Planning for Tomorrow Report
- ✓ Re-evaluate the supply and demand gap for OAC graduates for the future
- ✓ Provide information and recommendations regarding long-term planning to help prepare students for future careers in the sector



Key Findings

- The demand potential for OAC graduates exceeds supply – there are approximately **4 jobs available for every OAC graduate** entering the agri-food sector
- 77% of food companies and 79% of agri-businesses prefer formal training in food or agriculture (up from 60% in the 2012 study)
- 51% of food companies and 67% of agri-businesses report difficulty in finding recruits, up from 28% and 40% respectively in 2012
- 51% of food sector survey respondents are familiar with OAC and its programs; compared to 83% in the agriculture survey
- Very strong demand for co-op programs from both food and agriculture sectors

Soft Skills are in Demand:

- Communication
- Leadership
- Time management
- Relationship building
- Project management

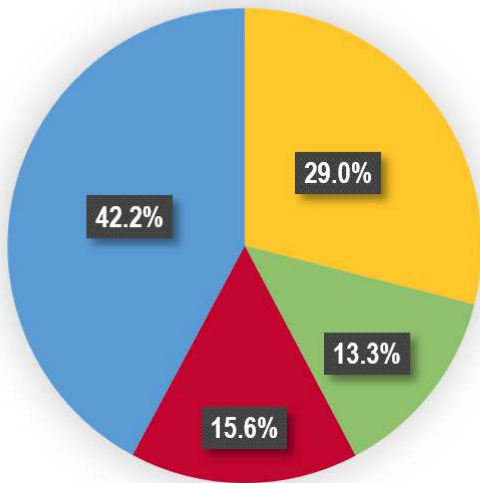
56% OF AGRICULTURAL RESPONDENTS & 44% OF FOOD RESPONDENTS PROJECT AN INCREASE IN HIRES OVER THE NEXT 5 YEARS

¹Online survey, n = 152; key informant interviews = 23; OAC graduate open house = 12 attendees

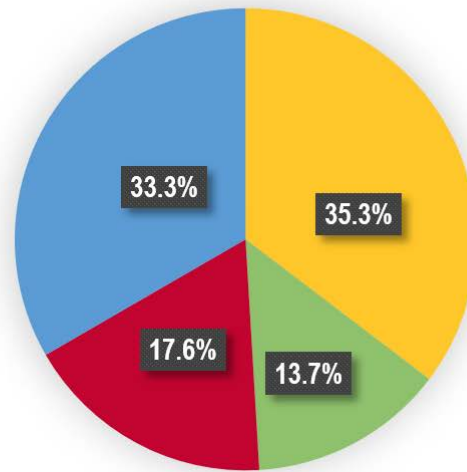
Respondents of the survey were asked:

“Approximately what **percentage of employees** require or have post-secondary education?”

AGRICULTURE SECTOR



FOOD SECTOR



■ 0-25% require post-secondary education
■ 25-50% require post-secondary education
■ 50-75% require post-secondary education
■ 75-100% require post-secondary education

57.8% OF AGRICULTURAL COMPANIES & **50.9%** OF FOOD COMPANIES REQUIRE MORE THAN HALF OF THEIR EMPLOYEES TO HAVE POST-SECONDARY EDUCATION

OAC HAS FILLED **50%** OF THE JOBS IN THE AGRICULTURAL COMPANIES SURVEYED & **25%** OF THE JOBS IN THE FOOD COMPANIES SURVEYED OVER THE PAST 5 YEARS

Recommendations

1. Grow enrollment to meet demand for new programs
2. Reposition OAC as the Agriculture and Food College
3. Increase and improve experiential learning opportunities
4. Potential to increase professional development offerings