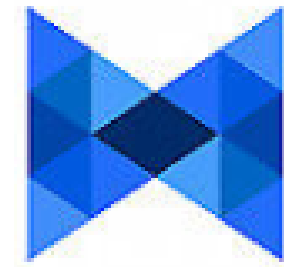


Navigating the Labour Shortage in the Manufacturing & Agricultural Industries

Lindsay Hayter



MINDFIELD

Aritzia



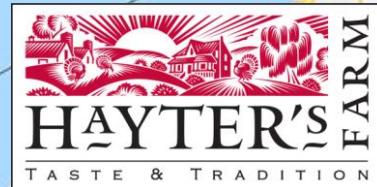
- 3rd Generation Turkey Farmers
- Only Federally Inspected Poultry to Plate Operation in Canada
- Distributing Turkey across Canada
 - Whole Turkeys
 - Bacon
 - Schnitzel
 - Steaks
 - Roasts
 - Kabobs

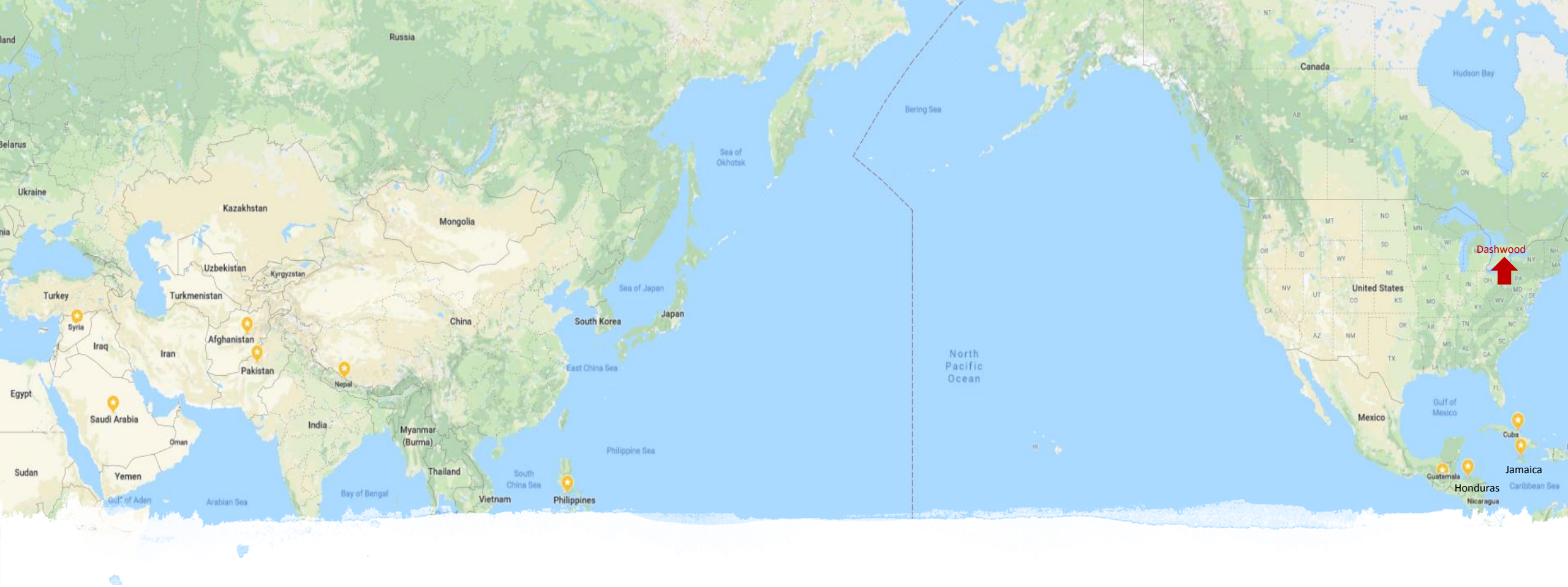


Dashwood, Ontario

- Population: 400
- Closest City: 50km with a population of 7600
- Local Unemployment Rate: 3.2%

Total Employed at Hayter's Farm: 110





Recruiting from across the Globe

- Integrating Permanent Residents
- Welcoming New Immigrants – Sponsored or Refugee
- Applying for Temporary Foreign Workers



Permanent Resident & New Immigrant Hiring Partners

- Local Employment Centers
- Immploy
- WIL Employment Connections
- Economic Development Initiatives
 - Round Tables
 - Job Fairs



International Hiring Partners

Applied for an LMIA for Temporary Foreign Workers:
Manufacturing Stream & Agricultural Stream

Immigration Consultants

- Best Care Consulting
- Jamaican Liaison
- Great Lakes Immigration
- Internal Referrals





Christmas 2018

How We Work

- Leading by Example
- Partnering 1:3 for overcome language barriers
- Facilitating carpooling
- Remove barriers with outside of work events
- Relying on long term employees



Why does having a multicultural
team work?



Because it has to.



A group of eight people, four men and four women, are walking towards the camera on a gravel path in a rural setting. They are all wearing matching red short-sleeved polo shirts. The background features farm buildings, including a large white barn and several water towers, under a clear sky. The overall tone is professional and team-oriented.

It's worth it.
