

Ag HR Matters
December 2014
The latest Ag HR news in Canada

Ag HR In the News

Meat industry needs outside help urgently, Manitoba Co-operator, Dec. 17, 2014
Labour shortages in Canada's meat sector are cutting into profitability and resulting in more livestock being sent south for processing, says the executive director of the Canadian Meat Council. More...

Small-scale fish farm wants to export technology to urban markets, Globe & Mail, Dec, 11, 2014

Sustainable Fish Farming (Canada) Ltd. grows salt water Atlantic salmon in a land-based fish farm using technology which has been developed internally. This technology ensures that 100 per cent of the water in the fish farm is cleaned and... More...

Down on the Farm: Migrant workers unhappy with conditions at Chilliwack operation, BC Local News, Dec. 10, 2014

Alva Gayle walks around the cramped quarters he lives in, pointing out the large patches of mould on the ceilings and around the windows, the leaking kitchen sink, the flooded bathroom floor and many other conditions he says are unsuitable for living. More...

Seasonal jobs at Kelowna plant highly sought-after by Mexican mothers, Globe & Mail, Dec. 5, 2014

When Maria Carmona greets her mother, they embrace, hands clasped and foreheads touching. They have been through this ritual before. For the past five years, Ms. Carmona, 51, has left her home in Libres – west of Mexico City, in the province of Puebla – to work at a cherry-packing plant near Kelowna, saying goodbye each time to her mother and children. More...

Agriculture now recognized as a priority for Canada's Science, Technology and Innovation Strategy, AgAnnex, Dec. 5, 2014*

In a news release issued in early December, the Canadian Agricultural Human Resource Council (CAHRC) says it is pleased to see that agriculture is included in the newly released Science and Technology Strategy for Canada. The future success of this large and impactful industry,... More...

CAHRC researches farm labour shortage and solutions, Farm Focus, Dec. 4, 2014*

How much farm work is done by family members and how much is done by employees? What work is done by domestic and or foreign workers? Is there a growing reliance on hiring employees to support farm operations? What labour challenges are facing producers today? More needs to be known about who does the work on farms in Canada. More...

Farm operating revenues and expenses, 2013, Statistics Canada, Dec. 2, 2014

Average operating revenues per farm in Canada amounted to \$387,948 in 2013, up 3.3% from 2012, according to taxation records. Overall, 10 of the 11 major farm types posted higher average operating revenues. More...

Agriculture Job Titles Changing, High River Online, Dec. 1, 2014

The Canadian Agricultural Human Resource Council (CAHRC) wants to help fill the labour shortage facing the agriculture sector by renaming job titles. The three-year National Agricultural Occupational Framework and Labour Market Support project will develop standardized descriptions of farm jobs from entry level up to manager. More...

Truscott: Righting a statistical wrong, Calgary Herald, Nov 29, 2014

There are lies, damn lies, and then there are politicians' talking points. Sadly, there's an element of truth to this wisecrack. Too often, a politician will adopt a piece of information and treat it like it is bullet proof. They repeat it time and again, as if it were gospel. More...

Ag sector fears lack of action on labour front, Western Producer, Nov. 27, 2014

Little has happened since the agriculture sector released a report last fall on the labour crisis that has hit meat processors, feedlot operators and others in industry.

A task force, comprising 11 advisory panels and a number of commodity groups and food processors, published a national plan called Addressing Labour Shortages in the Agriculture and Agri-Food Industry.

More...

6.8 billion... that's a lot, FCC Ag Knowledge, Nov. 26, 2014

'6.8 billion' is a very large number, if you ask me. And in the agri-food world, it tells the very large story of the trade deficit Canada now has in secondary and tertiary food processing. But as the story goes, size isn't everything. '6.8 billion' is large, but it's not the whole food manufacturing tale. More...

Oil boom triggering cowboy shortage across Canada, driving up price of your burger, BNN, Nov. 25, 2014

There's been a lot of attention paid to how Canada's oil boom has helped make gasoline cheaper. What many people may not realize is that the boom is also driving up the prices they pay for burgers and steaks. More...

Prairie agriculture industry faces a growing shortage of good help, Winnipeg Free Press, Nov. 22, 2014*

There was a time on Prairie farms when having large families was about more than long, cold winters, no television and abstinence as the only reliable form of birth control.

Children have historically been an important source of labour on the farm, enlisted from an early age to help out with the multiple tasks that went into day-to-day operations. And when those kids grew up, More...

Research Projects Address Ag Labour, FCC Express, Nov. 21, 2014*

Farmers across Canada have the chance to have their say about farm labour issues in two research projects co-ordinated by the Canadian Agricultural Human Resource Council.

"We have a lot of successes in agriculture including our productivity, production practices, technology, market access and trade agreements," says Doug Chorney, CAHRC vice-chair, noting human resources is one of the biggest concerns for Canadian farmers. "That is why the work we are doing is important to every farmer in Canada." More...

Investigating farm labour shortages, Wellington Advertiser, Nov. 21, 2014

How much farm work is done by family members and how much is done by employees?

What work is done by domestic and or foreign workers? Is there a growing reliance on hiring employees to support farm operations? More needs to be known about who does the work on farms in Canada. More...

Minister Kenney talks careers in the skilled trades at the Building Meaning Project National Roundtable, ESD News Release, Nov. 20, 2014

The Honourable Jason Kenney, Minister of Employment and Social Development, delivered a keynote speech today at the Building Meaning Project National Roundtable organized by Cardus. In his speech, Minister Kenney reiterated that a career in the skilled trades is just as valuable as going to university and getting an academic degree. He explained More...

Calling all beef and Swine Producers, Manitoba Cooperator, Nov. 20, 2014

A new national research project is aiming to better define the jobs in modern agriculture so that government can begin to address chronic labour shortages the sector faces. [More...](#)

Human resources turns its eyes towards farming, Caledon Enterprise.com, Nov. 18, 2014*

What labour challenges are facing producers today? Farms have traditionally operated on rather flexible definitions of job roles, but that could change if one agricultural organization has its way. [More...](#)

Studying farm labour shortages, RetainCanada.ca, Nov. 18, 2014*

The Canadian Agricultural Human Resource Council is launching a new survey to research farm labour shortages and solutions.

CAHRC's comprehensive labour market information (LMI) research survey will examine Canada's agricultural workforce from every commodity and region across the country. The Conference Board of Canada will conduct the survey on behalf of the CAHRC, and is seeking... [More...](#)

Finding Workers – Study examining ag labour market across Canada, Real Agriculture, Nov. 18, 2014

Finding people to work on farms is a major challenge in much of rural Canada. To understand the labour issues facing the ag sector, the Canadian Agricultural Human Resource Council is asking producers to complete a survey outlining their farms' labour requirements. [More...](#)

Skills shortages in agriculture, RetainCanada.ca, Nov. 17, 2014*

The Canadian Agricultural Human Resource Council (CAHRC) has launched a new research project to identify workers roles and skills needed on farms. The research will identify and validate four critical roles that span all commodities within agriculture to clarify skill requirements and assist stakeholders in addressing the skills and labour shortages facing agriculture now and in the future. [More...](#)

Meat industry labour shortage sign of affluence, Western Producer, Nov. 14, 2014

Journalists love a great quote. My favourite of 2014, so far, came from Calvin Penner, a pork producer from Argyle, Man.

During the height of the temporary foreign worker controversy this spring, Penner said he uses foreign-born workers because he has tried, unsuccessfully, to recruit and retain young Canadians. [More...](#)

Working to prevent farm labour shortages, Greenhouse Canada, Nov. 14, 2014*

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"The LMI wheels are in motion", Globe & Mail, Letters and Comments, Benoit Tessier letter, Nov. 14, 2014

Re What's missing from the labour market: Data (Nov. 7): The Government of Canada recognizes the important role that good data plays in ensuring Canada's economic growth and is taking steps toward providing more and better labour market information (LMI). The government has now... [More...](#)

Programs to train agriculture and agri-food workers in the works, Susan Mann, BetterFarming.com, Nov. 13, 2014

A related report by the University of Guelph and Food and Beverage Ontario indicates 59 per cent of employers have trouble finding candidates with proper training. The University of Guelph is leading efforts to ensure the agriculture and food sector has enough highly trained and qualified workers, while another organization is working on a comprehensive plan to promote employment opportunities in the industry to young people... More...

What's missing from the labour market: data, Globe & Mail, Nov. 6, 2014
Temporary foreign workers. Unpaid interns. Current jobless rates on aboriginal reserves. These are just a few examples of the known unknowns in Canada's labour market – statistical gaps in our knowledge about how people are faring in the jobs market. More...

Labour regulations handcuff industry, say officials, Western Producer, Nov. 6, 2014
Agriculture is headed for a crisis unless solutions for a critical farm labour shortage can be found, says the owner of a southern Alberta farm and feedlot.
Rick Paskal said he has scaled back his livestock operation, which involves lambs, cattle and processing.
More...

Temporary foreign workers needed to support agriculture, Western Producer, Nov. 6, 2014
Would-be employers flocked to an agricultural labour summit in Red Deer last week seeking solutions for worker shortages that threaten to limit production and potential in Western Canada.
They found precious few of those solutions.
More...

Research Initiatives: Have your say!
Labour Market Information (LMI) Survey, now through to January 22, 2015
Have your say!
Help find solutions for farm labour shortages

We need your help! By taking the time to complete a short 10 – 15 minute online survey you will be making sure your farm's needs are included in this important work that will help government and educators create policies and programs that will shape future farm labour requirements. Please complete the online survey at cahrc-ccrha.ca/have-your-say.

National Agricultural Occupational Framework and Labour Market Support (NAOF) Focus Groups, now through to March 2016
All producers are invited to share their opinions on farm labour issues at one of 50 focus groups that will be held across Canada from now until March 2016. The Canadian Agricultural Human Resource Council is spearheading the NAOF research project that will develop standardized descriptions of farm jobs from the entry to manager levels across 10 commodity areas. This expanded job data will then be converted into a set of tools that connect job and youth internship seekers with farmers that are hiring. It will also help farm workers to identify and access training required for career advancement as well as assist education providers to design training curriculum that best addresses agricultural industry needs. All producers are encouraged to participate. All travel and related expenses to attend the focus groups will be provided. To learn more about NAOF, [click here](#).

Labour Action Plan, A Call to Action
The Labour Task Force is made up of representatives from all regions and sectors of the Canadian agri-food value chain. Together they have identified eight unique labour

challenges within the agricultural industry and have developed a Labour Action Plan to address them. Two key needs have been identified as being an increase in the supply of labour and to improve the knowledge and skills of workers in the industry. A Call to Action has been put out to provide your support by writing a letter and or making a contribution towards Labour Action Plan implementation activities. For more information, [click here](#).

Upcoming Events

Cultivate & Connect: Landscape Ontario Congress, Jan. 6 - 8, 2015, Toronto, Ontario - Landscape Ontario

CAFA Current & Connected Conference, Jan. 7 & 8, 2015, Saskatoon, SK - Canadian Association of Farm Advisors

CropSphere 2015, Jan.13 & 14, 2015, Saskatoon, SK - during Crop Production Week

"Expanding your Horizon Outside the Box" Conference/Workshop, Jan. 22 - 23, 2015, Fredericton, NB - Agriculture Alliance of NB

FarmSmart Agricultural Conference 2015, Jan. 23 & 24, 2015, Waterloo and Guelph, ON - SoilSmart and FarmSmart

CAAR Conference 2015, Feb. 18 -19, 2015, Kelowna, BC - Canadian Association of Agri-Retailers

Value of BioGas Workshops, Resources & Tours, March 25 - 26, 2015, Hamilton, ON - Biogas Association

Research

Realities of Agriculture in Canada, by the Canadian Federation of Independent Business, (October 8, 2014)

Blogs, Videos, Audios & Links

Audio: Call of the Land - Radio, Alberta Agriculture and Rural Development, Matthew Wright broadcast (1:37 min.)

Video: "Trade in the Canadian Agri-Food industry", FCC Ag Knowledge

Video: "Strategic Human Resources for Your Operation", FCC Ag Knowledge, Dr. Sarah Mann

Link: Canadian Agricultural Safety Association

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