



January 2020



## Agriculture and Agri-Food Labour Market Information Update

**Job vacancies in selected agri-related occupations:  
Update to the 3<sup>rd</sup> quarter of 2019**



## About This Report

CAHRC acknowledges the work of Ray Bollman in preparing this **Labour Market Information Update**. Questions on data sources may be directed to [RayD.Bollman@sasktel.net](mailto:RayD.Bollman@sasktel.net). Any comments or discussions may be directed to Debra Hauer ([Hauer@cahrc-ccrha.ca](mailto:Hauer@cahrc-ccrha.ca)).

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Canadian Agricultural Human Resource Council  
Published January 2020  
T: 613.745.7457  
E: [info@cahrc-ccrha.ca](mailto:info@cahrc-ccrha.ca)

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# **Agriculture and Agri-Food Labour Market Information Update**

## **Job vacancies in selected agri-related occupations: Update to the 3<sup>rd</sup> quarter of 2019**

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## Highlights

- In the 3<sup>rd</sup> quarter of 2019, there were 12.5 thousand vacancies in the top 3 occupations associated with farms. This level is equal to the peak in the 2<sup>nd</sup> quarter of 2015.
- There were 8 thousand vacancies in the top 3 occupations associated with food manufacturing. This level is the highest 3<sup>rd</sup> quarter level since the start of the Job Vacancy and Wage Survey in 2015.
- Job vacancies in the occupations associated with farms and food manufacturing are more likely to be seasonal jobs, more likely to require lower levels of educational attainment and are more likely to require little experience.
- Enterprises with job vacancies in these occupations are more likely to be constantly recruiting to fulfill their job requirements.

## Why look at job vacancies by occupation?

Farms and food manufacturing enterprises continue to have difficulty recruiting labour. In the short term, these businesses will experience lost production or the employees will experience the stress of overtime work. In the longer term, these businesses cannot expand to meet opportunities.

A companion **LMI Update**<sup>1</sup> reviewed the job vacancies<sup>2</sup> reported by farms and food manufacturing enterprises.

In this analysis, we review the shortages by occupations associated with farms and occupations associated with food manufacturing enterprises. Food manufacturing includes both primary and secondary food processing activities<sup>3</sup>. Occupations represent a way to understand the types of skills for which there are the most vacancies.

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<sup>1</sup> See “**CAHRC AGRI-LMI Update: Job vacancies on farms and in food manufacturing: Update to the 3<sup>rd</sup> quarter of 2019**”.

<sup>2</sup> Statistics Canada’s Job Vacancy and Wage Survey (JVWS) defines a job to be vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.

<sup>3</sup> NAICS 311 Food manufacturing enterprises include enterprises in the following subsectors: NAICS 3111 Animal food manufacturing (e.g., livestock feed mills, pet food manufacturing, etc.); NAICS 3112 Grain & oilseed milling; NAICS 3113 Sugar & confectionery product manufacturing; NAICS 3114 Fruit & vegetable preserving & specialty food manufacturing; NAICS 3115 Dairy product manufacturing; NAICS 3116 Meat product manufacturing; NAICS 3117 Seafood product preparation & packaging; NAICS 3118 Bakeries & tortilla manufacturing; and NAICS 3119 Other food manufacturing (e.g., snack foods, coffee roasting & grinding, sauces & condiments, etc.).

# Number of job vacancies: Summary<sup>4</sup>

Individuals employed within each industry sector are working in many different occupations. A discussion of the different occupations on farms and in food manufacturing enterprises is presented in Appendix A.

Given the considerations noted in Appendix A, we show here the number of job vacancies for occupations with a large number of workers on farms and in food manufacturing enterprises.

During the 3<sup>rd</sup> quarter of 2019 Statistics Canada's Job Vacancy and Wage Survey indicates 12.5 thousand job vacancies within three major farm-related occupations<sup>5</sup> (Table<sup>6</sup> 1). This level of vacancies is equal to the peak reported in the 2<sup>nd</sup> quarter of 2015.

	NOCS <sup>1</sup>	2015: quarter				2016: quarter				2017: quarter				2018: quarter				2019: quarter		
		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
<b>Number of job vacancies<sup>2</sup> (,000)</b>																				
<b>Selected farm-related occupations</b>																				
.. General farm workers	8431	F	7.2	3.7	3.9	4.1	5.5	4.8	4.4	5.4	6.2	5.2	5.3	8.1	6.7	6.5	5.7	8.3	7.1	6.7
.. Nursery & greenhouse workers	8432	F	2.1	1.4	2.1	1.8	2.2	1.3	1.9	2.3	1.8	1.5	1.8	3.0	2.5	1.8	3.2	2.9	2.7	2.4
.. Harvesting labourers <sup>6</sup>	8611	F	3.2	3.9	1.0	0.6	1.6	3.2	1.1	0.9	2.7	3.6	1.6	0.9	2.0	3.1	1.5	0.9	2.1	3.4
.. Selected farming occupations (subtotal <sup>3</sup> )		F	12.5	9.0	7.0	6.5	9.4	9.3	7.4	8.6	10.7	10.2	8.7	12.0	11.2	11.4	10.4	12.0	11.9	12.5
<b>Selected occupations related to food manufacturing</b>																				
Machine operators & related workers in food, beverage & associated products processing <sup>4</sup>	946	F	2.4	2.4	1.9	1.3	1.9	2.5	2.2	2.3	2.7	2.1	3.2	2.9	3.1	3.0	2.5	2.7	3.0	3.3
Labourers in food, beverage & associated products processing	9617	F	2.5	2.1	2.3	1.9	3.0	2.9	2.3	3.2	3.0	4.6	3.2	3.0	4.4	4.6	3.7	3.3	4.4	4.2
Labourers in fish & seafood processing	9618	F	1.0	0.8	0.7	0.3	0.6	0.5	0.6	0.4	0.8	0.7	0.1	0.2	0.9	0.4	0.4	0.6	0.7	0.6
.. Selected food manufacturing occupations (subtotal <sup>5</sup> )		F	5.9	5.2	4.8	3.4	5.6	5.9	5.1	5.8	6.4	7.3	6.5	6.1	8.3	7.9	6.5	6.6	8.1	8.0

Data in yellow cell is a guesstimate.

1. For jobs and individuals, NOCS is the National Occupational Classification System

2. Job vacancy data apply to paid or hired workers and do not apply to self-employed workers. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.

3. Vacancies for three major farm-related occupations, regardless of the industry sector of the employer.

4. Within NOCS 946, about 1/3 of the vacancies were for NOCS 9461 (e.g., "process control and machine operators"), about 1/3 were for NOCS 9462 (e.g., "industrial butchers and meat cutters") and about 1/3 were for NOCS 9463 (e.g., "fish and seafood plant workers").

5. Vacancies for selected major food processing occupations, regardless of the industry sector of the employer.

6. In the 3<sup>rd</sup> quarter of 2019, all data for Harvesting labourers (NOCS 8611) were assigned an "x" to indicate that the data were suppressed to meet the requirements of the Statistics Act. In this table, the data for the 3<sup>rd</sup> quarter of 2019 has been calculated as the average of the 3<sup>rd</sup> quarter data for 2015, 2016, 2017 and 2018.

Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (formerly CANSIM Table 285-0003).

<sup>4</sup> The results of the JVVWS for the 3<sup>rd</sup> quarter of 2019 were published on December 17, 2019. See Tables 14-10-0325-01, 14-10-0326-01, 14-10-0328-01, 14-10-0356-01 and 14-10-0356-02 (former CANSIM Tables 285-0001, 285-0002, 285-0003 and 285-0004) at

<https://www150.statcan.gc.ca/n1/en/type/data#tables>.

<sup>5</sup> Tables showing the occupation of the job vacancy will show the NOCS code for each occupation. NOCS is the National Occupational Classification System. For further information, see Statistics Canada. (2012)

**National Occupational Classification (NOC): 2011** (Ottawa: Statistics Canada, Catalogue no. 12-583-X) (<http://www.statcan.gc.ca/subjects-sujets/standard-norme/noc-cnp/2011/index-indexe-eng.htm>).

<sup>6</sup> Importantly, the level of job vacancies reported here for the top 3 occupations is similar to the level of job vacancies for all occupations reported for farm and food manufacturing enterprises. See Table 1 in the companion "**CAHRC AGR-LMI Update: Job Vacancies on farms and in food manufacturing: An update to the 3<sup>rd</sup> quarter of 2019.**"

Also, during the 3<sup>rd</sup> quarter of 2019, there were 8 thousand job vacancies within the 3 major occupations associated with food manufacturing. This is the highest level reported in the 3<sup>rd</sup> quarter since the start of the Job Vacancy and Wage Survey in 2015.

Job vacancies for a wide selection of occupations relating to agriculture and agri-food are shown in Table 2.

**Table 2**

Number of job vacancies in occupations related to the agriculture and agri-food system, Canada, up to the 3 <sup>rd</sup> quarter of 2019																				
Name of occupation	NOCS	Number of job vacancies <sup>1</sup>																		
		2015: quarter				2016: quarter				2017: quarter				2018: quarter				2019: quarter		
		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
All occupations		408,310	452,045	408,005	358,900	330,315	391,300	404,995	381,265	387,475	459,605	467,710	469,780	462,235	547,280	551,170	547,770	506,140	581,595	562,910
... Senior managers - construction, transportation, production & utilities	0016	F	155	F	F	140	135	205	115	105	x	175	135	150	140	115	185	185	360	190
... Managers in food service & accommodation	063	F	2,060	1,895	1,465	1,985	1,745	2,045	1,825	1,770	1,620	1,730	1,315	2,125	1,870	2,405	1,970	2,080	1,970	2,160
... Restaurant & food service managers	0631	F	1,685	1,705	1,255	1,665	1,495	1,690	1,520	1,590	1,305	1,550	1,075	1,620	1,215	1,910	1,480	1,870	1,765	1,920
... Managers in agriculture, horticulture & aquaculture	082	F	F	85	F	105	F	175	115	130	F	165	130	F	90	175	210	210	325	275
... Managers in agriculture	0821	F	F	F	F	80	F	170	F	F	x	x	90	x	40	F	F	F	x	185
... Managers in horticulture	0822	F	F	x	F	F	F	F	x	20	15	x	x	10	F	x	70	65	x	x
... Managers in aquaculture	0823	..	F	x	F	..	..	..	x	..	x	x	x	x	..	x	..	..	x	x
... Agricultural representatives, consultants & specialists	2123	F	30	x	F	x	15	115	F	F	35	F	25	100	75	F	x	F	F	F
... Landscape architects	2152	F	F	x	F	F	F	10	30	35	F	F	x	15	x	x	25	x	30	F
... Biological technologists & technicians	2221	F	205	50	150	130	150	265	160	225	460	205	305	500	315	165	140	345	195	150
... Agricultural & fish products inspectors	2222	x	..	x	x	x	x	F	F	25	30	F	x	15	F	x	F	x	F	F
... Landscape & horticulture technicians & specialists	2225	F	1,770	710	1,240	1,325	1,215	670	330	690	850	430	x	655	980	415	390	1,150	865	845
... Food service supervisors	6311	F	2,665	2,690	2,450	2,330	2,475	3,070	2,850	2,590	2,835	3,880	4,045	3,355	3,205	3,490	3,500	3,925	4,120	4,225
... Chefs & cooks	632	13,695	16,790	15,400	10,725	10,075	13,140	13,700	10,780	9,895	15,560	16,595	12,735	12,000	16,725	17,860	14,810	12,830	17,965	17,225
... Chefs	6321	F	1,860	2,275	1,200	1,510	1,265	1,660	1,640	1,205	1,420	1,755	1,510	1,450	1,230	1,615	1,300	1,440	1,885	1,800
... Cooks	6322	12,050	14,925	13,125	9,525	8,565	11,875	12,040	9,140	8,690	14,140	14,840	11,225	10,550	15,495	16,245	13,510	11,390	16,080	15,425
... Butchers & bakers	633	F	1,110	1,245	1,055	1,000	1,545	1,430	1,060	1,160	1,290	1,080	1,295	1,025	1,260	1,280	920	1,030	1,235	1,480
... Butchers, meat cutters & fishmongers - retail & wholesale	6331	F	440	435	355	335	670	520	F	360	345	485	540	555	585	630	405	350	755	815
... Bakers	6332	F	670	810	700	670	870	910	615	795	945	595	760	470	675	650	515	675	480	660
... Occupations in food & beverage service	651	13,600	17,755	14,220	9,765	8,215	12,185	12,965	8,540	8,910	14,600	14,435	10,630	9,500	15,135	13,835	10,905	10,405	15,725	16,070
... Bartenders	6512	F	1,860	1,690	955	870	1,050	1,255	760	920	1,750	1,285	1,285	885	1,860	1,230	1,165	1,065	1,915	1,880
... Food beverage servers	6513	10,430	14,600	11,205	7,675	6,420	9,950	10,495	6,860	6,885	11,640	11,790	8,150	7,745	11,755	11,450	8,395	8,250	12,595	12,695
... Food counter attendants, kitchen helpers & related support occupations	6711	20,400	26,405	26,520	22,260	18,345	23,490	25,575	21,270	19,720	28,880	30,735	32,125	26,075	33,350	36,690	32,245	28,160	36,450	37,755
... Heavy-duty equipment mechanics	7311	F	1,790	1,595	1,135	735	940	715	945	1,415	1,405	2,185	2,095	2,545	2,915	2,140	2,370	2,285	2,390	2,290
... Transport truck drivers	7512	14,925	11,880	11,340	9,655	7,300	8,135	9,440	9,565	10,455	13,095	15,880	15,660	17,495	20,600	22,100	21,200	18,575	22,770	20,065
Natural resources, agriculture & related production occupations	8	18,995	24,660	15,150	10,965	11,590	19,190	13,640	13,065	14,605	21,435	17,375	16,015	20,065	23,975	20,600	18,385	20,065	23,980	19,985
... Supervisors & technical occupations in natural resources, agriculture & related production	82	F	1,560	1,170	760	900	1,550	1,015	1,270	1,425	1,825	1,755	1,820	2,005	2,085	2,510	1,935	1,950	1,950	1,630
... Contractors & supervisors, agriculture, horticulture & related operations & services	825	F	940	410	420	525	990	490	510	570	1,065	665	460	1,015	1,050	735	730	930	1,010	940
... Agricultural service contractors, farm supervisors & specialized livestock workers	8252	F	330	F	155	240	225	150	215	190	200	225	320	F	480	260	300	440	370	400
... Contractors & supervisors, landscaping, grounds maintenance & horticulture services	8255	F	605	270	265	285	765	335	300	380	870	440	135	745	570	475	430	490	640	545
... Workers in natural resources, agriculture & related production	84	F	10,285	5,640	6,245	6,080	8,095	6,485	6,740	8,415	8,910	7,830	8,180	11,845	10,365	9,455	9,745	11,625	10,375	9,550
... Agriculture & horticulture workers	843	F	9,340	5,025	5,990	5,890	7,715	6,115	6,270	7,670	8,000	6,640	7,150	11,135	9,185	8,295	8,885	11,145	9,760	9,060
... General farm workers	8431	F	7,235	3,655	3,910	4,050	5,535	4,830	4,365	5,375	6,205	5,185	5,305	8,105	6,730	6,545	5,705	8,290	7,050	6,670
... Nursery & greenhouse workers	8432	F	2,105	1,370	2,060	1,840	2,180	1,285	1,905	2,295	1,790	1,455	1,845	3,030	2,460	1,755	3,180	2,855	2,710	2,385
... Harvesting, landscaping & natural resources labourers	861	8,275	12,815	8,340	3,965	4,610	9,545	6,140	5,055	4,765	10,695	7,790	6,015	6,215	11,530	8,640	6,710	6,490	11,650	8,800
... Harvesting labourers	8611	F	3,200	3,945	F	560	1,635	3,205	1,090	925	2,705	3,580	1,590	880	2,020	3,065	1,485	890	2,095	x
... Landscaping & grounds maintenance labourers	8612	F	8,625	3,435	2,670	3,810	7,310	2,540	3,415	3,410	6,765	3,405	3,670	4,435	8,635	4,715	4,450	4,780	8,260	3,915
... Aquaculture & marine harvest labourers	8613	F	F	F	F	x	x	x	x	x	F	x	x	x	50	F	F	F	F	x
... Supervisors, food, beverage & associated products processing	9213	F	230	105	180	125	F	125	205	185	175	180	205	265	250	310	180	300	300	290
... Machine operators & related workers in food, beverage & associated products processing	946	F	2,425	2,370	1,855	1,270	1,945	2,485	2,195	2,255	2,710	2,080	3,150	2,880	3,050	2,955	2,470	2,720	2,995	3,295
... Process control & machine operators in food, beverage & associated products processing	9461	F	855	705	370	275	760	1,000	x	1,030	630	595	1,065	900	980	1,135	900	1,105	1,215	1,410
... Industrial butchers & meat cutters, poultry preparers & related workers	9462	F	550	810	630	550	495	615	1,040	710	975	650	1,070	1,195	985	1,045	1,030	1,195	1,115	1,010
... Fish & seafood plant workers	9463	F	1,000	795	850	375	635	845	465	420	1,080	755	975	655	1,045	760	F	245	555	825
... Testers & graders, food, beverage & products processing	9465	F	15	F	F	F	F	F	x	F	20	80	F	125	F	F	F	150	175	115
... Labourers in food, beverage & associated products processing	9617	F	2,530	2,085	2,265	1,880	3,025	2,865	2,310	3,190	2,960	4,565	3,235	3,035	4,420	4,575	3,655	3,260	4,420	4,175
... Labourers in fish & seafood processing	9618	F	970	750	655	255	580	520	635	380	750	665	145	205	865	390	390	630	730	575

..: not available; \*F: too unreliable to publish due to small sample size; \*x: data suppressed to meet the requirements of the Statistics Act.

1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are reasons to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.

Source: Statistics Canada, Job Vacancy and Wage Survey, Table 14-10-0356-02 (formerly CANSIM Table 285-0003).

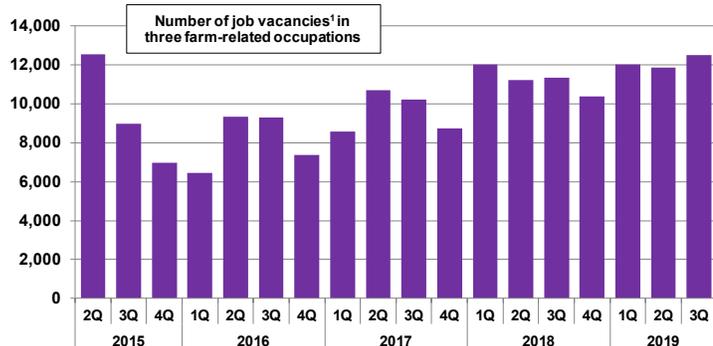
# Number of job vacancies: Trends: Three farm-related occupations

As noted above, the number of job vacancies for three farm-related occupations was 12.5 thousand vacancies in the 3<sup>rd</sup> quarter of 2019 (Figure 1). The number of vacancies has surpassed 10 thousand during the last seven quarters.

When the number of vacancies is compared to the level in the same quarter (i.e., the same “season”) in the previous year, there has been a growth in vacancies (i.e. the bars are above zero in Figure 2) since the 3<sup>rd</sup> quarter of 2016.

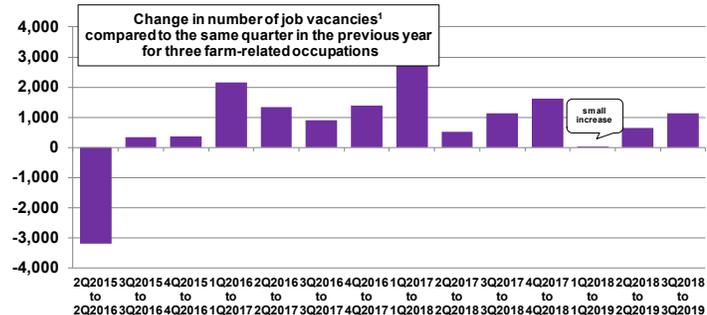
Alternatively, a calculation of the average for the previous four quarters (i.e. an annual average calculated every quarter) again shows that the number vacancies has been increasing since the 3<sup>rd</sup> quarter of 2016 (Figure 3).

**Figure 1**  
The number of job vacancies<sup>1</sup> in three farm-related occupations  
(General Farm Workers, Nursery & Greenhouse Workers & Harvesting Labourers)  
was 12.5 thousand in the 3<sup>rd</sup> quarter of 2019, Canada



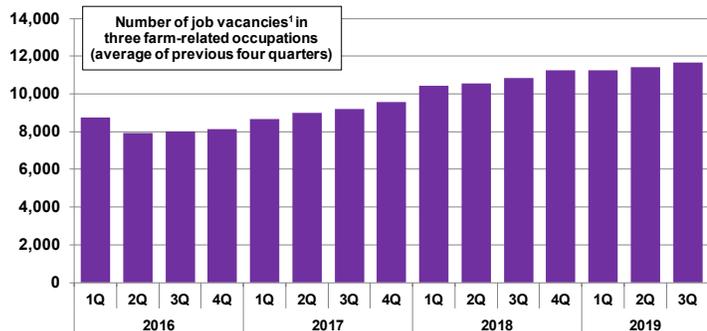
1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003).  
Chart by Ray D. Bolman@astel.net

**Figure 2**  
The number of job vacancies<sup>1</sup> in three farm-related occupations  
(General Farm Workers, Nursery & Greenhouse Workers & Harvesting Labourers)  
has been increasing since the 3<sup>rd</sup> quarter of 2016, Canada



1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003).  
Chart by Ray D. Bolman@astel.net

**Figure 3**  
The number of job vacancies<sup>1</sup> in three farm-related occupations  
(General Farm Workers, Nursery & Greenhouse Workers & Harvesting Labourers)  
has been increasing since the 3<sup>rd</sup> quarter of 2016, Canada  
(based on a four-quarter moving average (i.e. an annual average))



1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003).  
Chart by Ray D. Bolman@astel.net

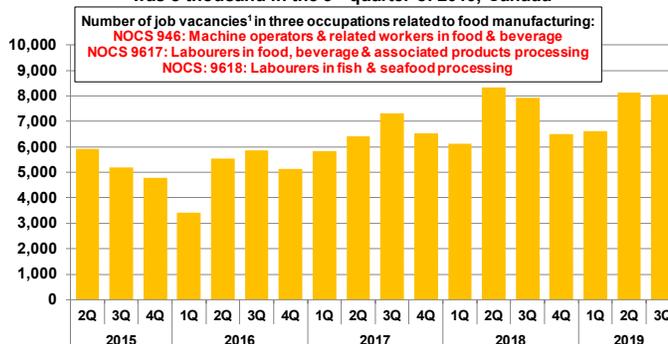
# Number of job vacancies: Trends: Three occupations related to food manufacturing

As noted above, the level of job vacancies for three occupations related to food manufacturing was 8 thousand in the 3<sup>rd</sup> quarter of 2019 (Figure 4). The number of vacancies has been above 6 thousand for the last 10 quarters (i.e. since the 2<sup>nd</sup> quarter of 2017).

When the change in vacancies is compared in a given quarter to the same quarter in the previous year (i.e. comparing the vacancies in the same season), the number of vacancies for three occupations related to food manufacturing was increasing in the period from the 3<sup>rd</sup> quarter of 2016 to the 3<sup>rd</sup> quarter of 2018 (i.e. the bars show a positive change) (Figure 5). In the most recent four quarters, there have been small changes (both positive and negative).

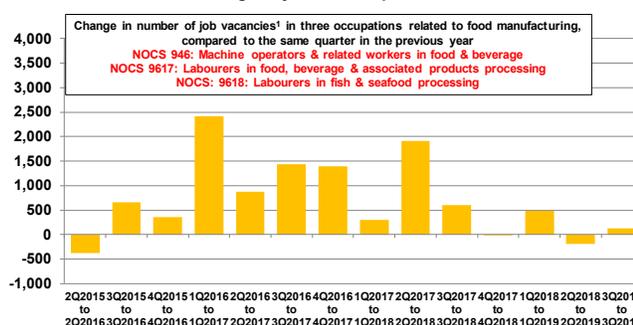
A calculation of a four-quarter moving average (i.e. an average over the four seasons) again shows that the number of job vacancies in three occupations related to food manufacturing has been (generally) increasing since the 3<sup>rd</sup> quarter of 2016 (Figure 6).

Figure 4  
The number of job vacancies<sup>1</sup> in three occupations related to food manufacturing was 8 thousand in the 3<sup>rd</sup> quarter of 2019, Canada



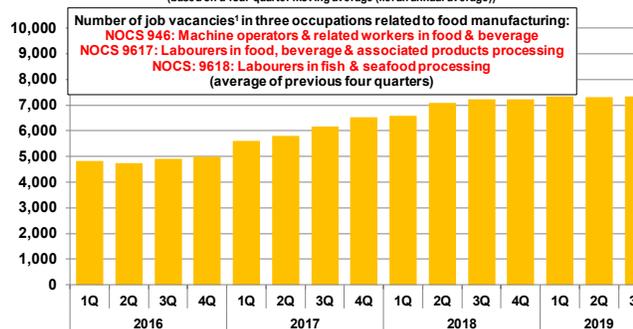
1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@banktel.net

Figure 5  
The number of job vacancies<sup>1</sup> in three occupations related to food manufacturing was increased, marginally, in the 3<sup>rd</sup> quarter of 2019, Canada



1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@banktel.net

Figure 6  
The number of job vacancies<sup>1</sup> in three occupations related to food manufacturing has been increasing since the 3<sup>rd</sup> quarter of 2016, Canada (based on a four-quarter moving average (i.e. an annual average))



1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@banktel.net

## Geographic pattern of job vacancies

In order to indicate the geographic pattern of job vacancies, we show two examples of the geographic spread of vacancies for agri-related occupations at the 3-digit level of NOCS.

One agriculture-related occupation is “harvesting, landscaping and natural resources labourers” (NOCS 861<sup>7</sup>) with 8.8 thousand vacancies in the 3<sup>rd</sup> quarter of 2019 (Table 3). Within this group, 2.7 thousand vacancies were in Ontario (30% of the Canadian total) and 1.2 thousand vacancies were in British Columbia. Among economic regions, there were more than 500 vacancies reported in the economic regions of Hamilton-Niagara, Ontario and Thompson-Okanagan, British Columbia. In Table 3, provinces and economic regions within provinces are ranked in terms of the number of vacancies in this occupation (specifically, the ranking is by the largest number of vacancies reported in any quarter). Provinces and economic regions that are not shown have a sample size too small to generate a reliable estimate.

Another agriculture-related occupation is “general agriculture, nursery and greenhouse workers” (NOCS 843<sup>8</sup>) with 9.1 thousand vacancies in the 3<sup>rd</sup> quarter of 2019 (Table 4). Ontario accounted for 3.9 thousand (43% of the total) and British Columbia had 2.7 thousand vacancies in this occupation (30% of the Canadian total). The Hamilton – Niagara Peninsula Economic Region in Ontario reported 1.4 thousand vacancies in the 3<sup>rd</sup> quarter of 2019.

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<sup>7</sup> Note that a minority of job vacancies for NOCS 861 are for NOCS 8611 Harvesting labourers (Table 2).

<sup>8</sup> Note a majority of job vacancies in NOCS 843 are for NOCS 8431 General farm workers (Table 2).

**Table 3**

Ranking of economic regions by number of job vacancies in one of the quarters for Occupation 861 = Harvesting, landscaping and natural resources labourers, up to the 3 <sup>rd</sup> quarter of 2019																																							
Economic Regions, ranked by the largest number of vacancies in one of the quarters	Number of job vacancies																Average offered hourly wage (dollars)																						
	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Q1 2017	Q2 2017	Q3 2017	Q4 2017	Q1 2018	Q2 2018	Q3 2018	Q4 2018	Q1 2019	Q2 2019	Q3 2019	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Q1 2017	Q2 2017	Q3 2017	Q4 2017	Q1 2018	Q2 2018	Q3 2018	Q4 2018	Q1 2019	Q2 2019	Q3 2019			
	Canada	12,815	8,340	3,965	4,810	9,560	6,140	5,050	4,770	10,715	7,790	6,015	6,210	11,530	8,640	6,710	6,490	11,650	8,800	\$13.70	\$14.15	\$15.00	\$14.45	\$13.80	\$13.55	\$15.15	\$15.35	\$14.65	\$14.75	\$16.35	\$17.05	\$15.85	\$16.15	\$17.55	\$16.55	\$16.65	\$15.95		
Ontario	5,245	3,255	1,300	2,045	4,315	2,090	2,165	1,655	4,465	2,485	3,270	2,770	4,825	3,560	2,620	2,455	4,495	2,695	\$12.80	\$12.60	\$14.35	\$13.50	\$13.25	\$13.10	\$14.15	\$13.75	\$13.35	\$14.10	\$15.60	\$15.80	\$15.60	\$15.70	\$16.80	\$15.85	\$16.10	\$16.95			
British Columbia	2,130	1,705	F	420	1,595	1,895	840	1,430	2,740	3,390	F	1,285	2,380	2,340	1,895	1,970	2,295	F	\$12.75	\$12.75	\$13.75	\$15.25	\$13.00	\$12.60	\$13.70	\$14.85	\$15.90	\$13.00	\$14.65	\$16.30	\$15.70	\$15.25	\$16.45	\$16.00	\$16.05	\$14.65			
Alberta	2,555	1,720	870	F	1,210	500	F	650	1,185	920	1,040	1,245	1,920	1,155	945	895	1,805	695	\$17.00	\$19.30	\$19.00	\$16.10	\$19.30	\$18.95	\$18.15	\$18.80	\$17.65	\$21.50	\$19.90	\$21.15	\$17.95	\$19.20	\$22.05	\$20.10	\$19.55	\$20.95			
Quebec	1,400	F	F	F	1,080	F	190	495	1,225	495	475	390	1,485	865	925	845	2,185	1,175	\$12.25	\$12.65	\$12.45	\$13.30	\$13.75	\$12.55	\$13.70	\$15.70	\$13.70	\$15.65	\$17.20	\$14.70	\$14.35	\$16.30	\$16.55	\$15.75	\$16.00	\$15.30			
Toronto, Ontario	1,865	F	F	F	1,410	F	945	560	830	F	1,645	1,070	1,435	575	x	995	450	\$12.75	\$13.30	\$15.15	\$14.05	\$14.00	\$13.25	\$15.30	\$13.90	\$14.60	\$14.60	\$17.05	\$16.55	\$15.90	\$16.20	x	x	\$17.40	\$18.60				
Lower Mainland-Southwest, British Columbia	F	F	F	F	845	1,175	F	955	1,490	1,455	F	790	1,395	1,425	1,025	1,030	F	\$11.90	\$12.40	\$13.80	\$13.15	\$12.10	\$11.85	\$13.90	\$14.30	\$14.80	\$13.25	\$13.65	\$16.75	\$14.60	\$15.65	\$16.05	\$16.35	\$16.70	x				
Edmonton, Alberta	1,420	F	F	F	270	305	265	170	195	390	220	265	440	450	200	F	185	620	220	\$17.20	\$22.00	\$20.20	\$16.60	\$15.85	\$19.55	\$18.75	\$19.55	\$16.60	\$19.40	\$21.45	\$21.70	\$18.25	\$20.20	F	\$19.10	\$19.10	\$18.75		
Kitchener-Waterloo-Barrie, Ontario	F	F	F	F	895	F	F	595	215	F	F	F	480	F	460	F	360	265	\$13.85	x	\$14.10	F	\$13.70	\$13.65	\$14.95	\$16.60	\$14.70	\$14.25	\$13.55	\$13.40	\$15.45	\$16.20	\$15.85	\$17.60	\$16.65	\$16.00	\$17.15		
Thompson-Okanagan, British Columbia	F	F	x	F	440	530	F	F	F	F	F	310	660	F	F	x	845	880	\$13.85	F	x	F	\$12.55	\$13.05	\$11.75	\$15.70	F	\$12.60	\$15.95	\$15.05	\$17.85	\$13.10	\$16.35	x	\$15.25	\$14.65			
Hamilton-Niagara Peninsula, Ontario	785	F	F	F	285	F	505	F	F	395	360	225	F	850	790	420	530	840	630	\$12.90	\$11.40	\$12.90	\$13.55	\$12.80	\$13.20	\$15.00	\$15.85	\$14.55	\$15.35	\$15.70	\$17.10	\$15.95	\$15.95	\$17.30	\$15.05	\$15.50	\$19.40		
Calgary, Alberta	725	F	F	F	F	F	70	F	165	360	F	F	525	425	F	F	645	255	\$16.40	\$16.55	\$17.25	\$14.85	\$17.15	\$16.55	\$16.85	\$15.10	\$17.40	\$17.40	\$18.45	\$16.15	\$16.50	\$17.45	\$22.80	\$19.10	\$19.70	\$21.30			
Ottawa, Ontario	F	F	F	x	F	30	F	x	500	F	175	F	700	600	F	F	390	F	\$12.55	F	F	x	\$11.85	\$12.45	\$13.45	x	\$13.05	\$12.85	\$14.90	\$15.50	\$14.75	\$15.60	\$16.20	\$15.55	\$15.10	\$15.85			
Montréal, Quebec	F	F	F	F	F	F	x	F	F	x	F	F	25	245	x	x	555	x	\$14.95	F	F	x	F	\$16.75	x	F	\$16.75	x	F	\$26.55	\$13.80	x	x	x	\$15.50	x			
Saskatchewan	350	60	F	105	425	F	F	210	310	110	45	265	255	160	145	105	260	65	\$18.20	\$22.00	\$19.95	\$19.10	\$16.95	\$17.10	\$21.60	\$17.30	\$15.90	\$26.45	\$22.90	\$20.15	\$16.80	\$21.75	\$26.25	\$20.30	\$19.65	\$29.05			
Windsor-Samia, Ontario	380	x	120	415	320	275	355	275	F	305	410	335	350	355	325	360	365	250	\$11.65	x	\$11.35	\$12.65	\$11.85	\$11.45	\$11.40	\$12.65	\$11.25	\$12.50	\$12.25	\$14.00	\$14.35	\$14.10	\$14.40	\$14.10	\$14.35	\$14.30			
Manitoba	380	x	F	F	270	F	F	170	255	20	x	x	300	100	F	95	200	x	\$13.75	x	\$15.20	\$12.60	\$12.45	\$14.25	\$14.45	\$20.30	\$13.00	\$14.70	x	x	\$14.25	\$14.65	\$14.80	\$13.25	\$15.50	x			
Montréal, Quebec	x	x	F	x	x	F	x	F	F	x	F	F	F	F	x	x	345	x	x	x	\$11.80	x	x	\$14.55	\$12.80	x	F	\$12.05	x	x	x	x	x	\$16.10	x				
Kingston-Pembroke, Ontario	F	x	x	x	105	F	F	x	F	F	F	F	50	F	65	F	330	F	\$13.00	x	x	x	\$12.90	\$15.40	x	x	\$13.05	\$12.90	F	\$14.25	\$15.40	\$14.85	F	F	\$15.20	F			
Vancouver Island and Coast, British Columbia	x	x	F	x	F	F	F	x	F	F	F	F	230	170	F	x	330	x	x	x	F	x	\$15.10	\$15.15	\$14.00	x	\$14.85	\$14.55	\$15.65	\$16.25	\$16.65	\$18.90	\$16.20	x	\$17.65	x			
Stratford-Bruce Peninsula, Ontario	250	165	x	F	90	F	x	85	x	F	x	x	220	F	x	x	315	x	\$12.65	\$12.50	x	\$14.65	\$13.35	\$13.15	x	\$12.45	x	\$13.55	x	x	\$15.10	\$15.10	x	x	\$15.65	x			
Banff-Jasper-Rocky Mountain House and Athabasca-Grande Prairie-Peace River, Alberta	75	135	F	135	240	25	F	110	140	230	290	270	F	185	F	170	260	F	\$17.75	\$21.95	\$22.60	\$21.05	F	\$16.10	\$21.65	\$21.45	\$17.95	\$27.70	\$21.35	\$23.85	\$22.60	\$19.10	\$21.05	\$22.40	\$20.65	\$19.65			
Nova Scotia	260	F	105	200	190	x	x	45	115	185	x	x	120	x	75	x	135	x	\$11.40	\$13.20	\$12.85	\$12.05	\$12.00	x	x	\$16.30	\$13.10	\$13.85	x	x	\$13.40	x	\$12.30	x	\$14.45	x			
Muskoka-Kawartha, Ontario	195	F	F	F	45	F	F	F	F	135	135	F	245	105	x	x	230	x	\$12.40	F	\$14.20	\$11.70	\$14.75	\$12.30	\$12.55	\$12.85	\$13.60	\$13.50	\$13.80	\$15.15	\$15.05	\$17.20	x	x	\$15.25	x			
New Brunswick	F	F	x	x	240	x	F	x	200	F	x	F	115	F	x	x	105	x	\$11.80	\$11.90	x	x	\$13.50	x	\$14.70	x	\$12.80	\$11.95	x	x	\$14.45	\$13.35	\$14.15	\$14.90	\$14.45	x			
London, Ontario	F	F	F	x	F	F	x	F	170	40	215	x	150	F	145	125	F	80	\$11.95	\$11.25	\$11.85	x	\$12.65	\$13.25	x	\$13.45	\$13.20	\$12.45	\$14.75	x	\$14.50	\$14.30	\$15.65	\$15.60	\$14.35	\$15.60			
Northeast, Ontario	130	F	F	F	F	F	F	x	150	F	F	F	175	F	175	x	215	F	\$14.30	\$11.70	F	F	\$19.40	F	F	F	\$16.75	\$20.45	\$20.90	F	\$16.75	\$20.45	\$20.90	x	\$18.10	\$22.95			
Regina-Moose Mountain, Saskatchewan	F	x	x	x	210	x	F	165	95	x	F	205	110	75	85	85	75	x	\$19.70	x	x	x	\$18.10	x	\$23.15	\$15.95	\$17.30	x	F	\$20.30	\$18.90	\$18.45	\$29.70	\$20.15	\$23.55	F			
Camrose-Drumheller, Alberta	F	F	x	x	30	25	x	100	100	F	F	185	F	F	F	F	150	105	F	\$14.65	F	x	\$16.30	\$24.75	x	\$17.35	\$17.55	F	F	\$19.25	\$20.65	\$19.55	F	\$20.30	\$21.35	\$26.35			
Wood Buffalo-Cold Lake, Alberta	F	F	F	x	x	F	F	F	x	x	F	F	50	175	40	45	F	30	50	F	\$18.45	F	x	\$17.40	F	F	x	\$19.85	F	\$28.20	\$26.00	\$29.65	\$28.95	F	\$24.80	\$20.45			
Saguenay-Lac-Saint-Jean, Quebec	F	x	x	x	F	F	x	F	35	F	F	F	155	45	F	F	70	50	F	\$14.30	x	x	x	\$13.05	x	x	x	\$13.05	x	x	x	x	\$13.35	x	x	x	x		
Saint John-St. Stephen, New Brunswick	F	x	x	x	150	x	F	x	F	x	x	x	70	x	x	x	x	x	\$19.60	\$25.50	\$17.75	F	F	x	F	x	\$14.45	\$25.95	\$21.25	\$17.90	\$17.25	F	x	\$20.80	\$16.55	x			
Saskatoon-Biggar, Saskatchewan	145	25	F	F	F	x	F	x	F	45	30	F	F	F	F	F	F	F	\$17.05	F	F	\$15.20	\$12.70	\$19.50	x	\$19.25	x	\$21.15	\$14.70	\$16.20	\$14.70	\$17.55	F	\$16.85	\$16.80	\$19.30			
Lethbridge-Medicine Hat, Alberta	145	F	F	F	F	20	x	20	x	35	F	F	F	F	F	F	F	F	\$11.80	x	F	\$11.80	x	F	\$15.50	\$12.75	x	x	x	x	\$15.50	\$12.75	x	x	\$13.40	\$16.10	x		
Capitale-Nationale, Quebec	F	x	F	F	70	x	x	135	F	x	x	x	x	F	x	x	55	F	x	\$15.90	x	F	x	\$17.40	F	F	x	\$19.85	F	\$28.20	\$26.00	\$29.65	\$28.95	F	\$24.80	\$20.45			
Southwest, Manitoba	135	F	F	x	35	F	F	F	40	x	x	x	55	50	F	x	x	F	\$15.50	\$14.70	F	x	\$12.50	F	F	F	\$13.00	x	x	x	\$14.60	\$14.85	F	x	x	F			
Red Deer, Alberta	125	F	F	F	x	F	F	F	60	x	x	F	70	F	50	55	25	F	F	\$18.65	F	F	F	x	F	F	\$23.20	\$23.00	F	\$23.25	\$19.00	\$24.35	\$23.05	\$25.60	\$16.20	F			
Kootenay, British Columbia	105	30	x	F	x	F	F	F	40	x	x	50	x	F	F	F	25	115	F	\$12.80	\$12.50	x	F	x	F	F	\$16.45	x	x	\$19.15	x	F	\$18.55	x	\$16.80	\$15.90	F		
North Coast and Nechako, British Columbia	F	F	x	x	x	F	F	F	110	F	F	x	x	F	F	F	F	F	\$18.95	F	F	x	x	F	F	F	\$19.00	F	x	x	F	F	F	F	F	F			
Centre-du-Québec, Quebec	x	x	F	x	F	x	x	x	F	x	F	F	90	F	F	F	F	F	x	x	F	x	F	x	x	x	x	x	F	x	F	F	F	\$16.80	\$16.45	F	\$14.85	x	\$14.70
Newfoundland and Labrador	x	F	x	x	F	F	x	70	F	F	x	x	F	x	x	x	80	25	x	x	F	x	x	x	\$15.95	F	x	\$17.60	F										

**Table 4**

Ranking of economic regions by number of job vacancies in one of the quarters for Occupation 843 = General agriculture, nursery and greenhouse workers, up to the 3 <sup>rd</sup> quarter of 2019																																						
Economic Regions, ranked by the largest number of vacancies in one of the quarters	Number of job vacancies															Average offered hourly wage (dollars)																						
	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Q1 2017	Q2 2017	Q3 2017	Q4 2017	Q1 2018	Q2 2018	Q3 2018	Q4 2018	Q1 2019	Q2 2019	Q3 2019	Q2 2015	Q3 2015	Q4 2015	Q1 2016	Q2 2016	Q3 2016	Q4 2016	Q1 2017	Q2 2017	Q3 2017	Q4 2017	Q1 2018	Q2 2018	Q3 2018	Q4 2018	Q1 2019	Q2 2019	Q3 2019		
	Canada	9,340	5,025	5,990	5,890	7,715	6,115	6,260	7,670	8,005	6,640	7,150	11,135	9,180	8,295	8,885	11,145	9,760	9,060	\$11.85	\$12.90	\$12.00	\$12.40	\$11.85	\$12.20	\$12.25	\$12.50	\$12.60	\$12.60	\$13.25	\$13.60	\$13.95	\$14.25	\$14.45	\$14.50	\$14.70	\$14.95	
Ontario	3,240	1,705	3,060	2,305	2,470	2,615	2,190	3,745	3,400	2,690	2,945	4,240	3,690	3,230	3,685	4,480	3,965	3,880	\$11.50	\$11.65	\$11.70	\$11.95	\$11.85	\$12.00	\$11.95	\$12.15	\$12.20	\$11.95	\$12.70	\$14.25	\$14.25	\$14.50	\$14.45	\$14.45	\$14.75	\$14.90		
British Columbia	2,750	1,390	1,375	1,550	2,785	2,215	F	1,925	1,745	1,665	1,805	3,510	2,265	2,460	2,875	3,250	2,260	2,710	\$11.10	\$10.90	\$11.00	\$11.60	\$10.85	\$11.20	\$11.70	\$11.30	\$11.35	\$11.65	\$12.35	\$12.05	\$13.00	\$13.40	\$14.25	\$13.60	\$13.85	\$14.15		
Lower Mainland-Southwest, British Columbia	F	x	F	F	1,920	1,740	F	1,210	1,145	x	1,020	x	1,345	1,640	2,175	2,465	1,485	x	\$10.90	x	\$10.60	\$11.75	\$10.60	\$10.95	\$11.60	\$11.25	\$11.35	x	\$12.75	x	\$12.95	\$13.50	\$14.55	\$13.50	\$13.25	x		
Quebec	1,530	565	x	535	910	455	595	570	1,050	725	685	1,340	1,325	1,090	1,015	1,325	1,800	1,000	\$11.40	\$14.35	x	\$12.15	\$11.85	\$12.95	\$13.25	\$12.75	\$12.55	\$13.25	\$13.15	\$13.40	\$13.05	\$14.10	\$13.85	\$14.40	\$13.80	\$13.95		
Windsor-Sarnia, Ontario	675	575	875	355	500	890	1,020	1,350	1,035	995	1,155	1,530	1,285	740	1,410	1,285	1,095	x	\$11.35	\$11.25	\$11.35	\$11.70	\$11.30	\$11.35	\$11.60	\$11.65	\$11.65	\$11.60	\$12.10	\$13.95	\$14.10	\$14.20	\$14.10	\$14.15	\$14.25	x		
Hamilton-Niagara Peninsula, Ontario	1,140	350	F	930	725	740	305	1,055	1,300	980	965	1,250	1,145	960	715	1,395	1,400	1,370	\$11.10	\$11.40	\$11.40	\$11.45	\$11.50	\$12.25	\$11.80	\$11.65	\$11.75	\$11.60	\$11.90	\$13.95	\$13.80	\$14.05	\$14.35	\$14.05	\$14.20	\$14.30		
Alberta	670	525	435	F	510	180	x	590	x	x	745	820	x	x	580	950	835	750	\$14.35	\$16.45	\$15.30	\$16.05	\$14.40	\$18.10	x	\$15.05	x	x	\$16.40	\$16.20	x	x	\$17.55	\$17.50	\$16.60	\$18.25		
Thompson-Okanagan, British Columbia	F	F	F	F	470	650	F	F	x	460	x	x	x	465	x	F	705	515	x	\$11.10	\$11.95	\$12.10	\$11.40	\$10.95	\$11.55	\$12.60	x	\$11.30	x	x	x	\$11.75	x	\$13.75	\$13.70	\$15.15	x	
Montréal, Quebec	530	F	F	F	145	290	F	F	F	415	F	F	x	420	195	F	x	635	x	\$11.20	\$14.15	\$10.65	\$12.80	\$11.45	\$11.10	\$12.80	\$11.65	\$12.35	\$12.60	F	x	\$12.25	\$14.70	\$13.50	x	\$13.30	x	
Saskatchewan	340	295	x	615	x	x	x	x	255	x	315	F	285	270	F	330	425	x	\$17.75	\$19.90	x	\$14.40	x	x	x	x	\$19.25	x	\$17.30	\$15.65	\$19.50	\$19.15	\$18.45	\$16.00	\$19.05	x		
Toronto, Ontario	F	F	F	F	225	F	260	F	F	290	165	180	345	425	350	190	x	425	x	\$11.15	\$11.55	\$11.50	\$13.20	\$12.45	\$12.30	\$11.95	\$13.35	\$14.20	\$11.70	\$11.60	\$14.20	\$13.95	\$14.15	\$14.15	x	\$15.35	x	
London, Ontario	F	F	F	F	190	135	230	F	F	x	180	F	x	240	x	x	x	375	165	\$13.15	\$11.35	x	\$11.55	\$12.05	\$12.25	\$13.20	\$13.75	x	\$13.90	\$14.45	x	\$16.50	x	x	x	\$15.95	\$14.35	
Manitoba	360	255	F	x	245	135	F	265	x	200	220	x	x	x	x	F	x	100	\$13.45	\$15.10	\$13.35	x	\$13.70	\$14.75	\$12.80	\$15.85	x	\$16.20	\$15.45	x	x	x	x	\$14.85	x	\$15.90		
Lehrbridge-Medicine Hat, Alberta	x	x	F	F	F	F	F	x	x	F	F	F	x	F	F	360	310	220	x	x	\$14.55	F	\$14.55	F	\$18.10	x	x	\$13.25	\$16.55	\$19.05	x	\$15.60	F	\$17.40	\$15.60	\$18.65		
Kitchener-Waterloo-Barrie, Ontario	F	F	F	F	160	x	F	F	155	x	130	x	x	195	x	180	350	250	x	\$12.90	\$12.65	\$13.10	\$12.50	x	\$12.20	\$12.10	\$12.95	x	\$12.35	x	x	\$15.30	x	\$15.30	\$15.05	\$16.35	x	
Capitale-Nationale, Quebec	F	F	F	x	180	F	x	F	95	F	F	F	325	155	F	x	180	F	F	\$23.45	x	x	\$11.75	F	x	F	\$12.25	F	F	\$12.45	\$12.50	F	x	\$13.55	F			
Stratford-Bruce Peninsula, Ontario	F	x	F	95	x	250	x	x	x	100	115	315	145	150	x	x	165	285	\$13.30	x	\$13.50	\$13.85	x	\$12.05	x	x	x	\$13.70	\$13.95	\$15.20	\$15.05	\$15.35	x	x	\$15.35	\$16.90		
Laurentides, Quebec	300	F	F	x	x	x	F	F	F	F	x	x	x	F	F	F	255	F	\$10.75	F	F	x	x	x	F	F	F	F	x	x	\$13.10	F	\$13.80	\$13.80	\$15.05			
Nova Scotia	x	135	x	F	285	F	F	x	x	285	x	x	x	x	x	x	F	F	x	\$11.40	x	F	\$11.60	\$11.00	\$11.20	x	x	\$11.15	x	x	x	x	x	x	\$13.15	\$12.15		
Chaudière-Appalaches, Quebec	F	F	x	F	F	F	F	x	F	x	F	245	145	x	x	x	x	185	\$13.15	\$13.40	x	F	\$12.65	\$14.35	\$14.10	x	\$13.00	x	\$12.85	\$14.20	\$13.50	x	x	x	x	\$15.40		
Annapolis Valley, Nova Scotia	155	F	F	F	115	F	F	x	x	165	F	F	220	F	x	F	F	F	\$10.95	\$11.10	F	F	\$10.70	\$10.90	F	x	x	\$11.20	F	\$11.00	\$11.10	F	x	F	F	F		
New Brunswick	x	F	F	F	x	x	x	x	x	x	x	40	x	x	175	220	x	185	x	F	F	F	F	x	x	x	x	x	x	x	x	x	x	\$13.40	\$14.20	x	\$12.80	
South Central and North Central, Manitoba	F	F	F	65	75	50	55	155	x	x	x	x	x	x	x	x	F	x	\$13.70	\$14.15	F	\$15.20	\$12.85	\$13.30	\$13.40	\$14.75	x	x	\$15.70	x	x	x	x	x	x	F	x	
Camrose-Drumheller, Alberta	F	F	F	x	F	F	F	F	F	F	F	F	F	F	F	150	x	x	\$12.95	\$13.35	\$16.70	x	\$14.20	\$22.60	\$15.25	\$15.95	\$17.70	\$18.25	x	\$14.90	\$18.45	\$18.50	\$21.10	\$17.15	x	x		
Parklands and North, Manitoba	F	F	F	x	F	F	F	x	x	x	F	100	F	F	F	x	F	F	\$12.20	\$16.30	\$13.65	x	\$12.95	\$15.55	F	x	x	x	\$17.80	F	F	F	F	x	F			
Edmonton, Alberta	F	x	F	F	90	F	F	F	35	F	F	25	x	F	x	x	F	x	\$13.20	x	F	F	\$13.80	F	F	\$16.90	\$14.30	F	F	\$15.85	x	\$14.55	x	x	\$19.55	x		
Ottawa, Ontario	F	x	F	x	x	F	F	F	F	F	x	80	x	x	F	F	45	F	F	\$10.95	x	F	x	x	\$12.35	\$13.55	\$12.40	\$16.00	x	\$15.25	x	x	F	\$14.85	\$14.60	\$14.05	F	
Lanaudière, Quebec	F	F	F	x	50	F	F	x	x	F	F	F	F	F	F	F	x	70	F	F	F	x	\$12.60	F	F	x	x	F	F	\$13.05	F	\$13.40	F	F	F	\$14.90		
Yorkton-Melville, Saskatchewan	F	F	F	F	x	x	F	F	x	F	F	F	x	F	F	65	F	F	F	F	F	F	F	F	F	F	F	F	F	F	x	F	F	F	\$16.85	\$17.25	F	
Red Deer, Alberta	x	F	F	x	F	F	F	F	F	F	F	F	F	x	F	65	F	x	x	\$14.70	F	x	F	F	F	F	\$13.50	F	F	\$15.00	F	x	\$16.65	\$18.95	\$17.60	x		
Muskoka-Kawartha, Ontario	F	F	F	F	x	x	F	55	F	F	x	F	F	x	x	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	F	x	F	\$16.00	F
Calgary, Alberta	F	F	F	45	F	x	F	F	F	F	F	F	F	F	F	x	20	x	\$16.90	F	\$15.25	\$13.55	\$14.40	x	F	F	\$12.45	F	F	F	\$16.65	F	F	F	x	\$15.80	x	
Saguenay-Lac-Saint-Jean, Quebec	x	x	x	x	x	x	F	x	x	F	x	x	x	40	F	F	F	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	\$13.45	\$14.25	\$13.20	x	F	
Southeast, Manitoba	F	20	x	F	x	x	F	x	F	F	F	F	x	F	x	F	10	x	F	\$13.70	x	F	x	x	F	x	\$14.20	F	\$14.95	x	\$12.65	x	F	\$19.20	x	F		

.. not available; "F" too unreliable to publish due to small sample size; "x" data suppressed to meet the requirements of the Statistics Act.

Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (formerly CANSIM Table 285-0003).

# Offered Wage<sup>9</sup> for Vacant Jobs: Summary

In the 3<sup>rd</sup> quarter of 2019, the offered wage for a vacant job in three major farm-related occupations ranged from under \$14.00 per hour for harvesting labourers and \$15.05 per hour for general farm workers (Table 5).

These offered wages are similar to the offered wage for labourers in food processing occupations (\$15.15 per hour) and labourers in fish and seafood processing (\$13.30 per hour).

The offered wage for machine operators in food processing was somewhat higher (\$15.95 per hour).

**Table 5. Offered wage<sup>1</sup> rate for vacant<sup>2</sup> jobs in occupations related to farming and to food manufacturing, Canada, up to the 3<sup>rd</sup> quarter of 2019**

	NOCS <sup>3</sup>	2015: quarter				2016: quarter				2017: quarter				2018: quarter				2019: quarter		
		1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>
<b>Offered wage<sup>1</sup> for vacant<sup>2</sup> job</b>																				
<b>Selected farm-related occupations<sup>4</sup></b>																				
.. General farm workers	8431	..	\$12.00	\$13.40	\$12.55	\$12.90	\$12.05	\$12.55	\$12.60	\$12.85	\$12.75	\$12.90	\$13.70	\$13.75	\$14.20	\$14.35	\$14.75	\$14.55	\$14.80	\$15.05
.. Nursery & greenhouse workers	8432	..	\$11.30	\$11.55	\$11.25	\$11.30	\$11.35	\$11.25	\$11.45	\$11.65	\$11.90	\$11.60	\$11.80	\$13.20	\$13.45	\$13.95	\$13.95	\$14.25	\$14.40	\$14.65
.. Harvesting labourers	8611	..	\$11.25	\$11.85	\$11.10	\$11.30	\$11.70	\$11.40	\$11.70	\$11.45	\$11.40	\$11.55	\$12.50	\$12.75	\$13.50	\$13.85	\$13.50	\$13.70	\$13.80	x
<b>Selected occupations related to food manufacturing<sup>5</sup></b>																				
Machine operators & related workers in food, beverage & associated products processing <sup>6</sup>	946	..	\$13.95	\$13.50	\$14.05	\$15.45	\$14.55	\$15.40	\$15.00	\$15.45	\$14.70	\$15.00	\$15.25	\$15.10	\$15.30	\$15.75	\$15.15	\$16.90	\$16.30	\$15.95
Labourers in food, beverage & associated products processing	9617	..	\$12.75	\$13.30	\$13.95	\$14.10	\$13.15	\$13.35	\$13.55	\$13.90	\$13.45	\$13.85	\$13.80	\$14.65	\$14.35	\$14.60	\$15.00	\$15.10	\$15.70	\$15.15
Labourers in fish & seafood processing	9618	..	\$11.75	\$11.60	\$11.40	\$11.65	\$12.05	\$12.00	\$12.55	\$12.35	\$12.70	\$12.60	\$13.25	\$13.40	\$12.70	\$13.40	\$14.35	\$13.40	\$13.35	\$13.30

1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.

2. Job vacancy data apply to paid or hired workers and do not apply to self-employed workers. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.

3. For jobs and individuals, NOCS is the National Occupational Classification System.

4. Vacancies for three major farm-related occupations, regardless of the industry sector of the employer.

5. Vacancies for selected major food processing occupations, regardless of the industry sector of the employer.

6. Within NOCS 946, about 1/3 of the vacancies were for NOCS 9461 (e.g., "process control and machine operators"), about 1/3 were for NOCS 9462 (e.g., "industrial butchers and meat cutters") and about 1/3 were for NOCS 9463 (e.g., "fish and seafood plant workers").

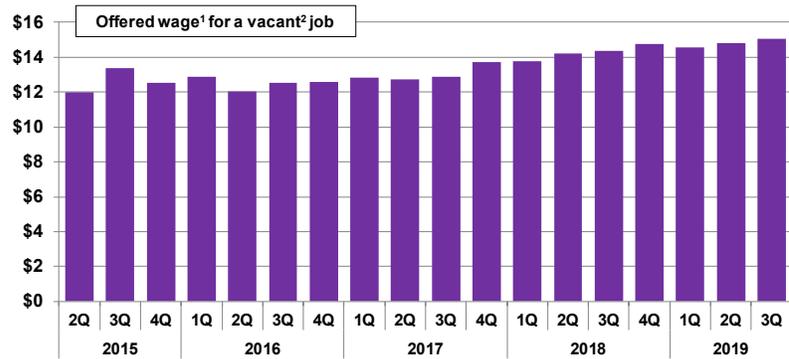
Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (formerly CANSIM Table 285-0003).

<sup>9</sup> Each enterprise in the Job Vacancy and Wage Survey is requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.

# Offered Wage for Vacant Jobs: General Farm Workers

In the 3<sup>rd</sup> quarter of 2019, the offered wage for vacant jobs in the occupation of NOCS 8431 General Farm Workers was \$15.05 per hour, which is a slight increase over previous quarters (Figure 7).

Figure 7 For NOCS 8431 General Farm Workers, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job was \$15.05 in the 3<sup>rd</sup> quarter of 2019, Canada



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@sasktel.net

When the offered wage rate in a given quarter is compared to the same quarter (i.e. the same season) in the previous year, one finds that the wage rate has been increasing since the 2<sup>nd</sup> quarter of 2017 (Figure 8).

Figure 8 For NOCS 8431 General Farm Workers, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job has been increasing since the 2<sup>nd</sup> quarter of 2017, Canada



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@sasktel.net

# Offered Wage for Vacant Jobs: Nursery and Greenhouse Workers

For vacant jobs for the occupation of NOCS 8432 Nursery and Greenhouse Workers, the offered wage in the 3<sup>rd</sup> quarter of 2019 was \$14.65 per hour, higher than in any previous quarter of the Job Vacancy and Wage Survey (Figure 9).

**Figure 9 For NOCS 8432 Nursery & Greenhouse Workers, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job was \$14.65 in the 3<sup>rd</sup> quarter of 2019, Canada**



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@sasktel.net

The offered wage for a vacant job has been increasing since the 4<sup>th</sup> quarter of 2016, based on a comparison of the wage in a given quarter compared to the same quarter in the previous year (Figure 10).

**Figure 10 For NOCS 8432 Nursery & Greenhouse Workers, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job has been increasing since the 4<sup>th</sup> quarter of 2016, Canada**



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@sasktel.net

# Offered Wage for Vacant Jobs: Harvesting Labourers

The offered wage for harvesting labourers in the 2<sup>nd</sup> quarter of 2019 was \$13.80 per hour, similar to the level in the previous 4 quarters (Figure 11).

**Figure 11** For NOCS 8611 **Harvesting Labourers**, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job was \$13.80 in the 2nd quarter of 2019, Canada



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 \* Data for NOCS 8611 were suppressed for 3Q2019 in order to meet the requirements of the Statistics Act.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@gaastel.net

When the offered wage in a given quarter (or a given “season”) is compared to the offered wage in the same quarter in the previous year, there have been increases since the 3<sup>rd</sup> quarter of 2017 (Figure 12).

**Figure 12** For NOCS 8611 **Harvesting Labourers**, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job has been increasing since the 3<sup>rd</sup> quarter of 2017, Canada



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 \* Data for NOCS 8611 were suppressed for 3Q2019 in order to meet the requirements of the Statistics Act.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@gaastel.net

# Offered Wage for Vacant Jobs: Machine Operators in Food Processing

In the 3<sup>rd</sup> quarter of 2019, the offered wage for a vacant job for machine operators in food processing (NOCS 946) was \$15.95 which is similar to the offered wage in the same quarter in the previous year (Figure 13).

Figure 13 For NOCS 946 Machine Operators in Food Processing, the offered for a vacant<sup>2</sup> job was \$15.95 in the 3<sup>rd</sup> quarter of 2019, Canada



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@asktel.net

In terms of the changes between the same quarters in subsequent years, there have been only small fluctuations in the period from the 1<sup>st</sup> quarter of 2017 to the 4<sup>th</sup> quarter of 2018. There was an increase of \$1.75 per hour when comparing the 1<sup>st</sup> quarter of 2018 to the 1<sup>st</sup> quarter of 2019 and a \$1.00 increase from the 2<sup>nd</sup> quarter of 2018 to the 2<sup>nd</sup> quarter of 2019 which, in turn, was followed by a relatively smaller increase in the 3<sup>rd</sup> quarter of 2019 (Figure 14).

Figure 14 For NOCS 946 Machine Operators in Food Processing, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job has increased in the last three quarters, Canada



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@asktel.net

# Offered Wage for Vacant Jobs: Labourers in Food Processing

In the 3<sup>rd</sup> quarter of 2019, the offered wage for labourers in food processing (NOCS 9617) was \$15.15 per hour – similar to levels in recent quarters (Figure 15).

**Figure 15** For NOCS 9617 Labourers in Food Processing, the offered wage for a vacant<sup>2</sup> job was \$15.15 in the 3<sup>rd</sup> quarter of 2019, Canada



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@basktel.net

The offered wage has been increasing since the 2<sup>nd</sup> quarter of 2017, when compared to the same quarter in the previous year (i.e., the bars show a positive change over this period) (Figure 16).

**Figure 16** For NOCS 9617 Labourers in Food Processing, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job has been increasing since the 2<sup>nd</sup> quarter of 2017, Canada

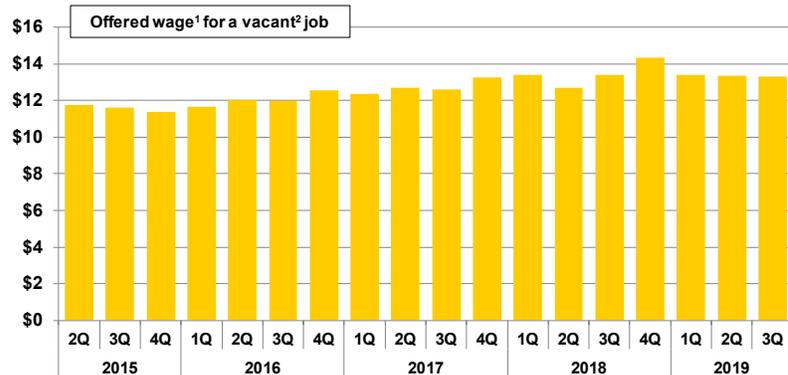


1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@basktel.net

# Offered Wage for Vacant Jobs: Labourers in Fish and Seafood Processing

For labourers in fish and seafood processing (NOCS 9618), the offered wage for a vacant job in the 3<sup>rd</sup> quarter of 2019 was \$13.30 per hour, similar to the levels reported since the 4<sup>th</sup> quarter of 2017 (Figure 17).

**Figure 17** For NOCS 9618 Labourers in Fish & Seafood Processing, the offered wage for a vacant<sup>2</sup> job was \$13.30 in the 3<sup>rd</sup> quarter of 2019, Canada



1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@basktel.net

The offered wage for this occupation has generally been increasing since the beginning of the Job Vacancy and Wage Survey – with three exceptions when no change was reported in the 2<sup>nd</sup> quarter of 2018 and the 1<sup>st</sup> quarter of 2019 and a small decline was reported in the 3<sup>rd</sup> quarter of 2019 (Figure 18).

**Figure 18** For NOCS 9617 Labourers in Fish & Seafood Processing, the offered wage<sup>1</sup> for a vacant<sup>2</sup> job increased from the 2Q2016 to the 2Q2019, Canada

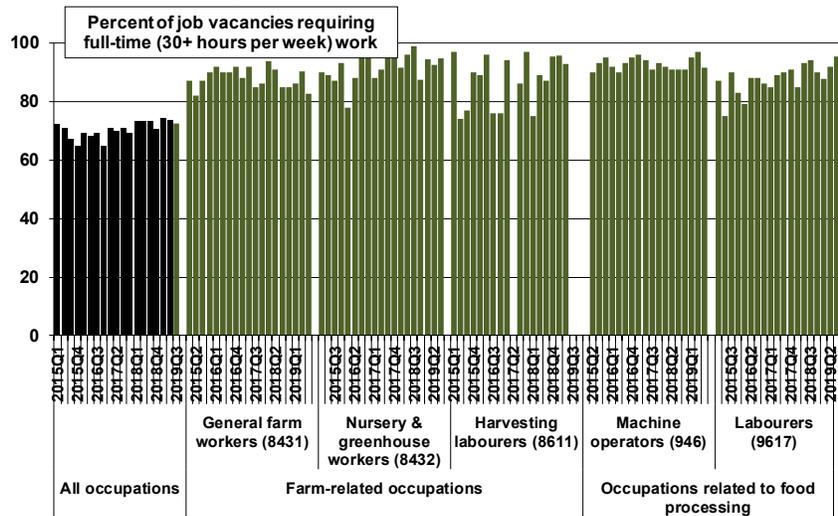


1. Respondents (i.e. enterprises) are requested to provide the minimum offered wage for each occupation with a vacancy. The wage tabulated here is the average of the reported offered wage across all occupations with a vacancy and across all enterprises with a job vacancy.  
 2. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are surveyed randomly during the 3 months of each quarter. The jobs could be full-time, part-time, permanent, temporary, casual, or seasonal.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0356-02 (former CANSIM Table 285-0003). Chart by Ray D. Bolman@basktel.net

# Characteristics of vacancies for farm-related and food-related occupations.

Among farm-related occupations and occupations related to food processing, over two-thirds of the vacancies required full-time workers (30 or more hours of work per week) (Figure 19 and Table 6). This is higher than the job vacancies for all occupations in Canada where relatively more vacancies were for part-time jobs (less than 30 hours per week).

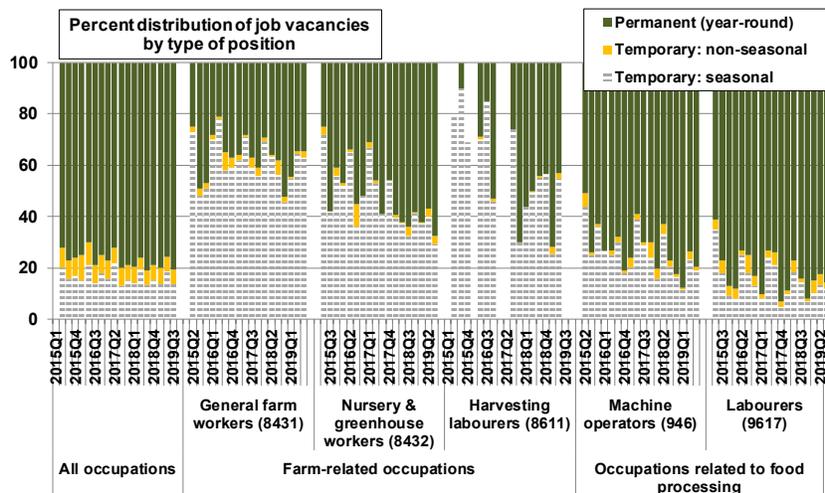
**Figure 19** Over 2/3 of farm and food-related job vacancies require full-time work (30+ hours per week), Canada



Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

However, vacancies for farm-related occupations are much more likely to be seasonal jobs. Since 2015, more than one-half of the vacancies for general farm workers have been for seasonal employment (Figure 20 and Table 7).

**Figure 20** Job vacancies for farm-related occupations are much more likely to be seasonal jobs, Canada



Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

Among nursery and greenhouse workers, 40% to 60% (depending upon the quarter) of the vacancies are for seasonal jobs.

Most vacancies for harvesting labourers are for seasonal jobs (except in the winter months (e.g. 4<sup>th</sup> quarter of 2016 and 2017, the 1<sup>st</sup> and 2<sup>nd</sup> quarters of

2018 and the 1<sup>st</sup> quarter of 2019)) when most vacancies for the few harvesting jobs were for permanent jobs).

**Table 6**
**Percent distribution of job vacancies for selected agriculture and food-related occupations by type of position (permanent or temporary), 3<sup>rd</sup> quarter of 2019, Canada**

Name of occupation	NOCS	Type of position		
		All types of work	Full-time (30+ hr/week)	Part-time (<30 hr/week)
<b>All occupations</b>		100	73	27
... Senior managers - construction, transportation, production & utilities	0016	100	100	0
... Managers in food service & accommodation	063	100	93	7
... Restaurant & food service managers	0631	100	92	8
.. Managers in agriculture, horticulture & aquaculture	082	100	99	F
... Managers in agriculture	0821	100	99	F
... Managers in horticulture	0822	100	x	x
... Managers in aquaculture	0823	100	x	x
... Agricultural representatives, consultants & specialists	2123	100	100	0
... Landscape architects	2152	100	100	0
... Biological technologists & technicians	2221	100	98	F
... Agricultural & fish products inspectors	2222	100	F	F
... Landscape & horticulture technicians & specialists	2225	100	78	F
... Food service supervisors	6311	100	93	7
.. Chefs & cooks	632	100	71	29
... Chefs	6321	100	91	9
... Cooks	6322	100	69	31
.. Butchers & bakers	633	100	85	15
... Butchers, meat cutters & fishmongers - retail & wholesale	6331	100	91	F
... Bakers	6332	100	78	22
.. Occupations in food & beverage service	651	100	39	61
... Bartenders	6512	100	41	59
... Food beverage servers	6513	100	40	60
... Food counter attendants, kitchen helpers & related support occupations	6711	100	53	47
... Heavy-duty equipment mechanics	7312	100	99	F
... Transport truck drivers	7511	100	96	4
Natural resources, agriculture & related production occupations	8	100	89	12
.. Supervisors & technical occupations in natural resources, agriculture & related production	82	100	99	F
... Contractors & supervisors, agriculture, horticulture & related operations & services	825	100	99	F
... Agricultural service contractors, farm supervisors & specialized livestock workers	8252	100	100	0
... Contractors & supervisors, landscaping, grounds maintenance & horticulture services	8255	100	98	F
.. Workers in natural resources, agriculture & related production	84	100	86	14
... Agriculture & horticulture workers	843	100	86	14
... General farm workers	8431	100	83	F
... Nursery & greenhouse workers	8432	100	95	F
.. Harvesting, landscaping & natural resources labourers	861	100	89	11
... Harvesting labourers	8611	100	x	x
... Landscaping & grounds maintenance labourers	8612	100	86	15
... Aquaculture & marine harvest labourers	8613	100	x	x
... Supervisors, food, beverage & associated products processing	9213	100	99	F
... Machine operators & related workers in food, beverage & associated products processing	946	100	92	8
... Process control & machine operators in food, beverage & associated products processing	9461	100	92	8
... Industrial butchers & meat cutters, poultry preparers & related workers	9462	100	91	F
... Fish & seafood plant workers	9463	100	94	F
... Testers & graders, food, beverage & products processing	9465	100	67	34
... Labourers in food, beverage & associated products processing	9617	100	95	5
... Labourers in fish & seafood processing	9618	100	100	F

"..": not available; "F": too unreliable to publish due to small sample size; "x": data suppressed to meet the requirements of the Statistics Act.

Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

**Table 7**

**Percent distribution of job vacancies for selected agriculture and food-related occupations by type of position (permanent or temporary), 3<sup>rd</sup> quarter of 2019, Canada**

Name of occupation	NOCS	Type of position			
		All types of positions	Permanent	Temporary (seasonal and non-seasonal)	Seasonal
<b>All occupations</b>		100	81	19	14
... Senior managers - construction, transportation, production & utilities	0016	100	98	F	F
.. Managers in food service & accommodation	063	100	96	F	F
... Restaurant & food service managers	0631	100	97	F	F
.. Managers in agriculture, horticulture & aquaculture	082	100	84	F	F
... Managers in agriculture	0821	100	79	F	x
... Managers in horticulture	0822	100	x	x	-
... Managers in aquaculture	0823	100	x	x	x
... Agricultural representatives, consultants & specialists	2123	100	100	-	F
... Landscape architects	2152	100	100	F	-
... Biological technologists & technicians	2221	100	77	F	-
... Agricultural & fish products inspectors	2222	100	F	F	F
... Landscape & horticulture technicians & specialists	2225	100	43	57	F
... Food service supervisors	6311	100	99	1	F
.. Chefs & cooks	632	100	89	11	9
... Chefs	6321	100	86	14	F
... Cooks	6322	100	89	11	8
.. Butchers & bakers	633	100	97	F	F
... Butchers, meat cutters & fishmongers - retail & wholesale	6331	100	99	F	-
... Bakers	6332	100	95	F	F
.. Occupations in food & beverage service	651	100	85	15	11
... Bartenders	6512	100	89	11	8
... Food beverage servers	6513	100	83	17	12
... Food counter attendants, kitchen helpers & related support occupations	6711	100	88	12	8
... Heavy-duty equipment mechanics	7312	100	97	3	F
... Transport truck drivers	7511	100	91	9	8
Natural resources, agriculture & related production occupations	8	100	41	59	57
.. Supervisors & technical occupations in natural resources, agriculture & related production	82	100	80	20	16
... Contractors & supervisors, agriculture, horticulture & related operations & services	825	100	78	22	F
... Agricultural service contractors, farm supervisors & specialized livestock workers	8252	100	96	F	F
... Contractors & supervisors, landscaping, grounds maintenance & horticulture services	8255	100	66	35	F
.. Workers in natural resources, agriculture & related production	84	100	45	55	53
... Agriculture & horticulture workers	843	100	43	57	54
... General farm workers	8431	100	35	65	63
... Nursery & greenhouse workers	8432	100	68	33	29
.. Harvesting, landscaping & natural resources labourers	861	100	30	70	69
... Harvesting labourers	8611	100	x	x	F
... Landscaping & grounds maintenance labourers	8612	100	34	67	66
... Aquaculture & marine harvest labourers	8613	100	x	x	x
... Supervisors, food, beverage & associated products processing	9213	100	98	2	F
.. Machine operators & related workers in food, beverage & associated products processing	946	100	80	21	19
... Process control & machine operators in food, beverage & associated products processing	9461	100	89	11	F
... Industrial butchers & meat cutters, poultry preparers & related workers	9462	100	100	-	-
... Fish & seafood plant workers	9463	100	37	63	63
... Testers & graders, food, beverage & products processing	9465	100	100	F	F
... Labourers in food, beverage & associated products processing	9617	100	86	14	12
... Labourers in fish & seafood processing	9618	100	22	78	78

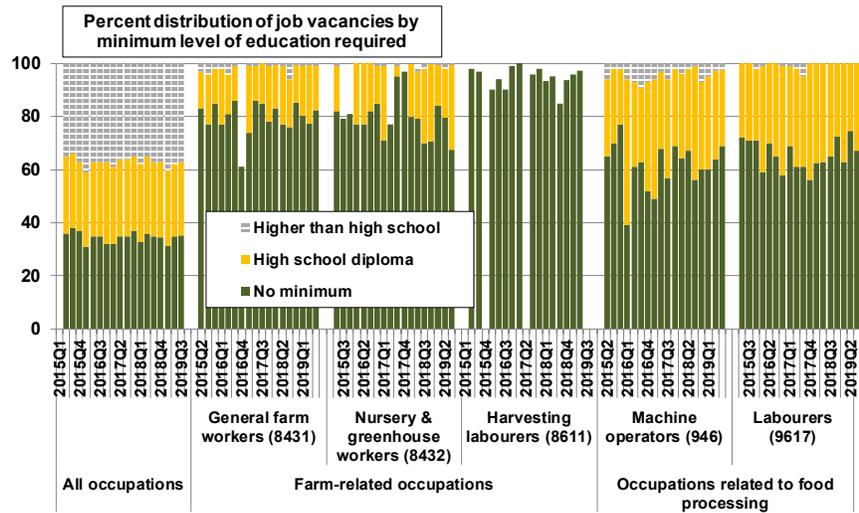
..: not available; "F": too unreliable to publish due to small sample size; "X": data suppressed to meet the requirements of the Statistics Act.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

Most vacancies (60% or more) for farm-related occupations have no minimum educational requirement (Figure 21 and Table 8).

Among occupations related to food manufacturing, 40% to 60% of the vacancies (depending upon the quarter) have no minimum educational requirements for candidates to fill these jobs.

Figure 21

**Majority of farm and food-related job vacancies have no minimum education requirement, Canada**

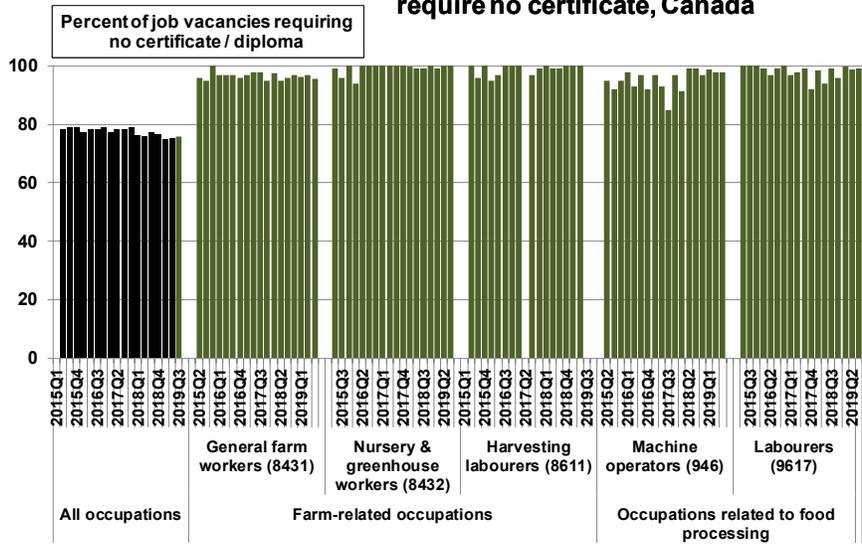


Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

Similarly, over 90% of the vacancies for farm-related occupations had no requirements for a certificate or diploma (Figure 22 and Table 9).

Figure 22

**90+% of farm and food-related job vacancies require no certificate, Canada**



Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

**Table 8**

Percent distribution of job vacancies for selected agriculture and food-related occupations by minimum level of education sought, 3 <sup>rd</sup> quarter of 2019, Canada										
	NOCS	All levels of education	No minimum level of education sought	High school diploma or equivalent	Non-university certificate or diploma	Apprenticeship or trade certificate or diploma	College, CESEP and other non-university certificate or diploma	University certificate or diploma below bachelor's level	Bachelor's degree	University certificate or diploma above bachelor's degree
<b>All occupations</b>		100	35	28	22	9	13	3	10	2
... Senior managers - construction, transportation, production & utilities	0016	100	0	0	F	0	F	F	52	F
... Managers in food service & accommodation	063	100	22	43	28	F	21	3	3	F
... Restaurant & food service managers	0631	100	24	46	26	F	19	F	F	0
... Managers in agriculture, horticulture & aquaculture	082	100	F	58	F	F	F	F	13	F
... Managers in agriculture	0821	100	F	64	F	F	F	F	F	0
... Managers in horticulture	0822	100	x	x	x	x	x	x	x	x
... Managers in aquaculture	0823	100	x	x	x	x	x	x	x	x
... Agricultural representatives, consultants & specialists	2123	100	0	F	F	0	F	F	F	0
... Landscape architects	2152	100	0	0	F	0	F	F	75	0
... Biological technologists & technicians	2221	100	0	F	F	0	F	0	F	0
... Agricultural & fish products inspectors	2222	100	F	F	F	F	F	F	F	F
... Landscape & horticulture technicians & specialists	2225	100	F	F	40	32	F	F	F	0
... Food service supervisors	6311	100	31	57	12	F	10	F	0	0
... Chefs & cooks	632	100	54	31	15	11	4	F	F	0
... Chefs	6321	100	41	25	35	24	10	F	F	0
... Cooks	6322	100	55	32	13	10	3	F	F	0
... Butchers & bakers	633	100	53	22	26	24	F	0	0	0
... Butchers, meat cutters & fishmongers - retail & wholesale	6331	100	57	24	19	19	0	0	0	0
... Bakers	6332	100	47	20	33	29	F	0	0	0
... Occupations in food & beverage service	651	100	72	27	F	F	F	0	0	0
... Bartenders	6512	100	64	31	F	F	0	0	0	0
... Food beverage servers	6513	100	72	28	F	F	F	0	0	0
... Food counter attendants, kitchen helpers & related support occupations	6711	100	79	19	2	F	1	0	0	0
... Heavy-duty equipment mechanics	7312	100	13	16	71	64	F	0	0	0
... Transport truck drivers	7511	100	51	43	7	7	F	0	0	0
<b>Natural resources, agriculture &amp; related production occupations</b>	8	100	75	21	4	2	2	F	F	0
... Supervisors & technical occupations in natural resources, agriculture & related production	82	100	36	37	22	9	12	F	F	0
... Contractors & supervisors, agriculture, horticulture & related operations & services	825	100	35	38	25	F	18	F	1	0
... Agricultural service contractors, farm supervisors & specialized livestock workers	8252	100	42	36	F	F	F	F	1	0
... Contractors & supervisors, landscaping, grounds maintenance & horticulture services	8255	100	31	39	29	F	22	0	F	0
... Workers in natural resources, agriculture & related production	84	100	77	21	2	1	F	0	0	0
... Agriculture & horticulture workers	843	100	78	21	F	F	F	0	0	0
... General farm workers	8431	100	82	17	F	F	F	0	0	0
... Nursery & greenhouse workers	8432	100	68	32	F	0	F	0	0	0
... Harvesting, landscaping & natural resources labourers	861	100	81	18	F	F	F	0	F	0
... Harvesting labourers	8611	100	x	x	x	x	x	x	x	x
... Landscaping & grounds maintenance labourers	8612	100	66	30	F	F	F	0	F	0
... Aquaculture & marine harvest labourers	8613	100	x	x	x	x	x	x	x	x
... Supervisors, food, beverage & associated products processing	9213	100	F	43	29	F	18	F	20	0
... Machine operators & related workers in food, beverage & associated products processing	946	100	69	29	2	F	F	0	F	0
... Process control & machine operators in food, beverage & associated products processing	9461	100	44	51	5	F	F	0	F	0
... Industrial butchers & meat cutters, poultry preparers & related workers	9462	100	82	18	F	F	0	0	0	0
... Fish & seafood plant workers	9463	100	96	F	0	0	0	0	0	0
... Testers & graders, food, beverage & products processing	9465	100	78	F	F	0	F	0	0	0
... Labourers in food, beverage & associated products processing	9617	100	67	33	0	0	0	0	0	0
... Labourers in fish & seafood processing	9618	100	92	F	0	0	0	0	0	0

... not available; "F" - too unreliable to publish due to small sample size; "x" - data suppressed to meet the requirements of the Statistics Act.  
Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

**Table 9**

**Percent distribution of job vacancies for selected agriculture and food-related occupations by type of certification required for job vacancy, 3<sup>rd</sup> quarter of 2019, Canada**

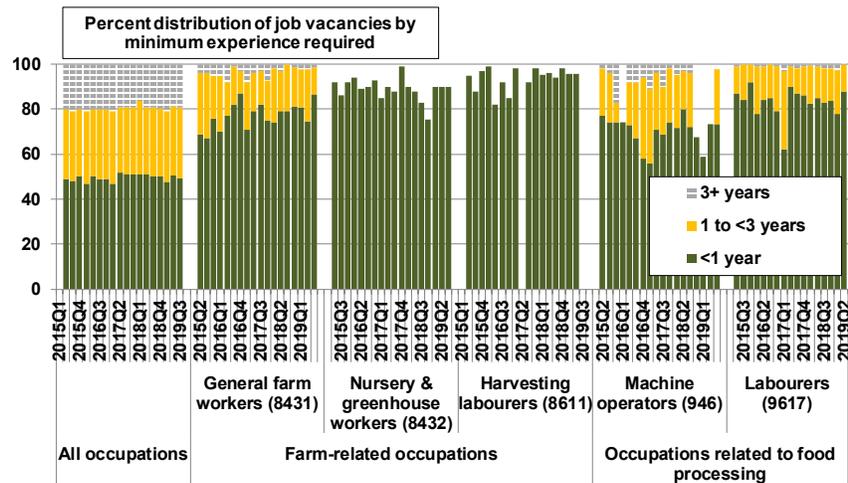
Name of occupation	NOCS	Certification requirement		
		All certification requirements	A professional or other type of certification is required	No professional or other type of certification required
<b>All occupations</b>		100	24	76
... Senior managers - construction, transportation, production & utilities	0016	100	34	66
... Managers in food service & accommodation	063	100	18	82
... Restaurant & food service managers	0631	100	18	82
... Managers in agriculture, horticulture & aquaculture	082	100	F	83
... Managers in agriculture	0821	100	F	77
... Managers in horticulture	0822	100	x	x
... Managers in aquaculture	0823	100	x	x
... Agricultural representatives, consultants & specialists	2123	100	F	86
... Landscape architects	2152	100	95	F
... Biological technologists & technicians	2221	100	45	55
... Agricultural & fish products inspectors	2222	100	F	F
... Landscape & horticulture technicians & specialists	2225	100	F	66
... Food service supervisors	6311	100	13	87
... Chefs & cooks	632	100	22	78
... Chefs	6321	100	31	69
... Cooks	6322	100	21	79
... Butchers & bakers	633	100	20	80
... Butchers, meat cutters & fishmongers - retail & wholesale	6331	100	18	82
... Bakers	6332	100	23	77
... Occupations in food & beverage service	651	100	27	73
... Bartenders	6512	100	42	58
... Food beverage servers	6513	100	27	73
... Food counter attendants, kitchen helpers & related support occupations	6711	100	5	95
... Heavy-duty equipment mechanics	7312	100	40	61
... Transport truck drivers	7511	100	59	41
Natural resources, agriculture & related production occupations	8	100	5	95
... Supervisors & technical occupations in natural resources, agriculture & related production	82	100	20	80
... Contractors & supervisors, agriculture, horticulture & related operations & services	825	100	F	92
... Agricultural service contractors, farm supervisors & specialized livestock workers	8252	100	F	95
... Contractors & supervisors, landscaping, grounds maintenance & horticulture services	8255	100	F	89
... Workers in natural resources, agriculture & related production	84	100	5	95
... Agriculture & horticulture workers	843	100	F	97
... General farm workers	8431	100	F	96
... Nursery & greenhouse workers	8432	100	0	100
... Harvesting, landscaping & natural resources labourers	861	100	F	97
... Harvesting labourers	8611	100	x	x
... Landscaping & grounds maintenance labourers	8612	100	F	95
... Aquaculture & marine harvest labourers	8613	100	x	x
... Supervisors, food, beverage & associated products processing	9213	100	F	95
... Machine operators & related workers in food, beverage & associated products processing	946	100	F	98
... Process control & machine operators in food, beverage & associated products processing	9461	100	F	95
... Industrial butchers & meat cutters, poultry preparers & related workers	9462	100	F	100
... Fish & seafood plant workers	9463	100	0	100
... Testers & graders, food, beverage & products processing	9465	100	0	100
... Labourers in food, beverage & associated products processing	9617	100	F	99
... Labourers in fish & seafood processing	9618	100	0	100

...: not available; "F": too unreliable to publish due to small sample size; "x": data suppressed to meet the requirements of the Statistics Act.

Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

In addition, most of vacancies for farm-related occupations and for food manufacturing occupations required little or no experience (less than one year of experience) (Figure 23 and Table 10).

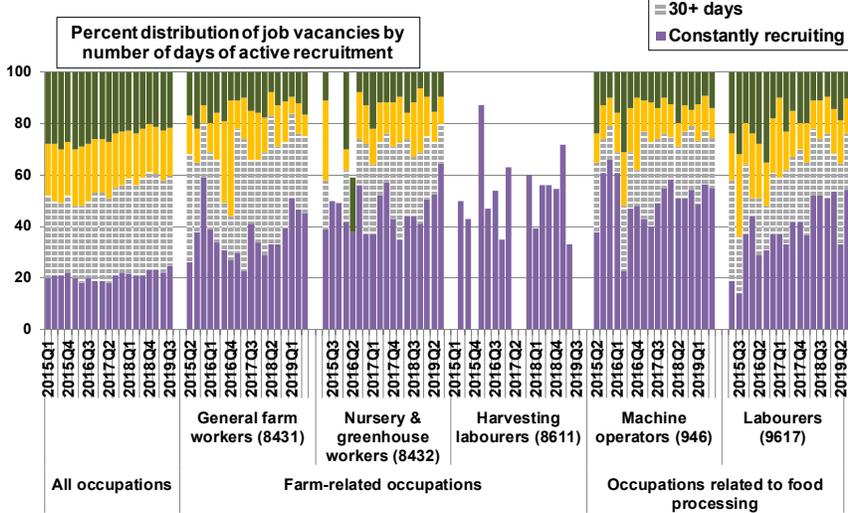
Figure 23 **Over 2/3 of farm and food-related job vacancies require <1 year of experience, Canada**



Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

To maintain their workforce, employers of farm-related occupations were more likely to be continuously recruiting, compared to enterprises with vacancies for other occupations (Figure 24 and Table 11).

Figure 24 **"Constantly recruiting" is more likely for farm and food-related job vacancies, Canada**



Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

Note that "constantly recruiting" is undertaken for about 20% of the vacancies for all occupations in the economy but "constantly recruiting" takes place for 20% to 60% of the vacancies in farm-related occupations and in occupations related to food manufacturing.

**Table 10**

Percent distribution of job vacancies for selected agriculture and food-related occupations by minimum experience required for the job vacancy, 3 <sup>rd</sup> quarter of 2019, Canada							
Name of occupation	NOCS	Minimum level of experience sought for vacant jobs					
		All levels of experience	Less than 1 year	1 year to less than 3 years	3 years to less than 5 years	5 years to less than 8 years	8 years or more
<b>All occupations</b>		100	50	31	10	8	2
... Senior managers - construction, transportation, production & utilities	0016	100	0	3	0	F	71
... Managers in food service & accommodation	063	100	14	60	13	13	F
... Restaurant & food service managers	0631	100	15	63	10	12	F
... Managers in agriculture, horticulture & aquaculture	082	100	F	43	13	F	F
... Managers in agriculture	0821	100	F	50	F	F	F
... Managers in horticulture	0822	100	x	x	x	x	x
... Managers in aquaculture	0823	100	x	x	x	x	x
... Agricultural representatives, consultants & specialists	2123	100	F	F	F	F	F
... Landscape architects	2152	100	0	F	F	F	F
... Biological technologists & technicians	2221	100	F	45	F	F	0
... Agricultural & fish products inspectors	2222	100	F	F	F	F	F
... Landscape & horticulture technicians & specialists	2225	100	45	38	F	F	0
... Food service supervisors	6311	100	17	76	F	F	0
... Chefs & cooks	632	100	36	50	10	4	F
... Chefs	6321	100	8	49	25	15	F
... Cooks	6322	100	39	51	8	2	0
... Butchers & bakers	633	100	43	38	14	F	0
... Butchers, meat cutters & fishmongers - retail & wholesale	6331	100	43	41	F	F	0
... Bakers	6332	100	43	35	F	F	0
... Occupations in food & beverage service	651	100	59	36	4	F	0
... Bartenders	6512	100	47	46	F	0	0
... Food beverage servers	6513	100	58	37	4	F	0
... Food counter attendants, kitchen helpers & related support occupations	6711	100	88	12	F	F	0
... Heavy-duty equipment mechanics	7312	100	25	31	25	20	1
... Transport truck drivers	7511	100	25	53	17	5	F
<b>Natural resources, agriculture &amp; related production occupations</b>	<b>8</b>	<b>100</b>	<b>79</b>	<b>15</b>	<b>2</b>	<b>F</b>	<b>F</b>
... Supervisors & technical occupations in natural resources, agriculture & related production	82	100	20	39	15	18	F
... Contractors & supervisors, agriculture, horticulture & related operations & services	825	100	15	45	13	18	F
... Agricultural service contractors, farm supervisors & specialized livestock workers	8252	100	25	47	F	F	F
... Contractors & supervisors, landscaping, grounds maintenance & horticulture services	8255	100	F	44	16	31	1
... Workers in natural resources, agriculture & related production	84	100	86	13	1	F	0
... Agriculture & horticulture workers	843	100	87	12	F	F	0
... General farm workers	8431	100	87	12	F	F	0
... Nursery & greenhouse workers	8432	100	90	F	F	0	0
... Harvesting, landscaping & natural resources labourers	861	100	84	13	F	F	0
... Harvesting labourers	8611	100	x	x	x	x	x
... Landscaping & grounds maintenance labourers	8612	100	72	26	F	0	0
... Aquaculture & marine harvest labourers	8613	100	x	x	x	x	x
... Supervisors, food, beverage & associated products processing	9213	100	F	34	28	F	F
... Machine operators & related workers in food, beverage & associated products processing	946	100	73	24	F	F	F
... Process control & machine operators in food, beverage & associated products processing	9461	100	62	35	F	F	0
... Industrial butchers & meat cutters, poultry preparers & related workers	9462	100	69	28	F	0	F
... Fish & seafood plant workers	9463	100	97	F	0	0	0
... Testers & graders, food, beverage & products processing	9465	100	84	F	F	0	0
... Labourers in food, beverage & associated products processing	9617	100	86	12	F	F	0
... Labourers in fish & seafood processing	9618	100	100	F	F	0	0

"..": not available; "F": too unreliable to publish due to small sample size; "X": data suppressed to meet the requirements of the Statistics Act.

Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

**Table 11**

Percent distribution of job vacancies for selected agriculture and food-related occupations by duration of job vacancy, 3 <sup>rd</sup> quarter of 2019, Canada								
Name of occupation	NOCs	Duration of job vacancy						
		All durations of job vacancy	Less than 15 days	15 to 29 days	30 to 59 days	60 to 89 days	90 days or more	Constantly recruiting
<b>All occupations</b>		100	22	19	16	6	13	25
... Senior managers - construction, transportation, production & utilities	0016	100	F	11	32	29	F	0
... Managers in food service & accommodation	063	100	19	22	21	F	10	20
... Restaurant & food service managers	0631	100	17	22	21	F	10	22
... Managers in agriculture, horticulture & aquaculture	082	100	F	19	F	F	F	F
... Managers in agriculture	0821	100	F	F	F	F	F	F
... Managers in horticulture	0822	100	x	x	x	x	x	x
... Managers in aquaculture	0823	100	x	x	x	x	x	x
... Agricultural representatives, consultants & specialists	2123	100	F	F	F	F	F	0
... Landscape architects	2152	100	F	0	F	0	F	0
... Biological technologists & technicians	2221	100	F	55	F	F	F	F
... Agricultural & fish products inspectors	2222	100	F	F	F	F	F	F
... Landscape & horticulture technicians & specialists	2225	100	F	F	F	F	F	40
... Food service supervisors	6311	100	9	11	15	5	19	42
... Chefs & cooks	632	100	15	16	12	8	11	38
... Chefs	6321	100	20	13	9	11	16	31
... Cooks	6322	100	15	16	13	7	10	39
... Butchers & bakers	633	100	21	10	19	7	15	28
... Butchers, meat cutters & fishmongers - retail & wholesale	6331	100	23	F	13	F	F	35
... Bakers	6332	100	F	F	27	F	F	20
... Occupations in food & beverage service	651	100	29	20	12	3	6	30
... Bartenders	6512	100	32	19	11	F	F	27
... Food beverage servers	6513	100	27	20	12	4	6	32
... Food counter attendants, kitchen helpers & related support occupations	6711	100	17	19	10	4	7	43
... Heavy-duty equipment mechanics	7312	100	19	13	13	9	22	24
... Transport truck drivers	7511	100	12	10	13	4	14	47
<b>Natural resources, agriculture &amp; related production occupations</b>	<b>8</b>	<b>100</b>	<b>27</b>	<b>10</b>	<b>8</b>	<b>4</b>	<b>12</b>	<b>39</b>
... Supervisors & technical occupations in natural resources, agriculture & related production	82	100	19	14	17	11	18	21
... Contractors & supervisors, agriculture, horticulture & related operations & services	825	100	21	11	21	F	19	17
... Agricultural service contractors, farm supervisors & specialized livestock workers	8252	100	F	8	F	F	F	F
... Contractors & supervisors, landscaping, grounds maintenance & horticulture services	8255	100	17	F	F	F	23	F
... Workers in natural resources, agriculture & related production	84	100	15	9	6	4	17	49
... Agriculture & horticulture workers	843	100	15	9	6	F	17	50
... General farm workers	8431	100	17	8	F	F	21	45
... Nursery & greenhouse workers	8432	100	10	11	F	F	F	64
... Harvesting, landscaping & natural resources labourers	861	100	40	9	10	4	5	31
... Harvesting labourers	8611	100	x	x	x	x	x	x
... Landscaping & grounds maintenance labourers	8612	100	26	13	8	8	9	36
... Aquaculture & marine harvest labourers	8613	100	x	x	x	x	x	x
... Supervisors, food, beverage & associated products processing	9213	100	F	12	36	17	F	F
... Machine operators & related workers in food, beverage & associated products processing	946	100	14	12	11	4	4	55
... Process control & machine operators in food, beverage & associated products processing	9461	100	18	22	21	F	9	24
... Industrial butchers & meat cutters, poultry preparers & related workers	9462	100	F	F	F	F	F	78
... Fish & seafood plant workers	9463	100	7	F	F	F	0	79
... Testers & graders, food, beverage & products processing	9465	100	F	F	0	F	F	69
... Labourers in food, beverage & associated products processing	9617	100	10	13	13	F	6	54
... Labourers in fish & seafood processing	9618	100	F	F	F	F	0	86

... : not available; "F" : too unreliable to publish due to small sample size; "x" : data suppressed to meet the requirements of the Statistics Act.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

For vacancies across all occupations in Canada, the most popular recruitment strategy used by employers is an online job board – used by about three-quarters of firms with job vacancies (Table 12). This recruitment strategy is equally likely (depending upon the season) among firms recruiting for farm-related occupations and for occupations related to food processing.

Table 12 shows the historical pattern for the three major farm-related occupations and the three major occupations associated with food manufacturing. Table 13 shows the data for the 2<sup>nd</sup> quarter of 2019 for a wide range of occupations associated with the agri-food sector.

The second most popular recruitment strategy used across the entire economy is personal contacts, referrals and informal networks – used by 60% to 66% of the employers, depending upon the quarter. Generally, this recruitment strategy is used at the same rate among employers of farm workers and food manufacturing workers (and for some occupations, this strategy is more likely used than in the economy overall).

The third most popular economy-wide strategy is a company website – used by 52% to 61% of firms with job vacancies. This strategy is less likely to be used by farm employers but (almost) equally likely to be used by food processing firms.

Relative to the average firm with job vacancies, farm employers and food manufacturing firms (as shown in Table 12) are:

- about equally likely to be recruiting via social media (depending upon the season);
- more likely to be recruiting by using a government employment centre or website; and
- more likely to be recruiting by using newspaper advertisements.

**Table 12 (continued)**

Percent of firms reporting each recruitment strategy, Canada									
Recruitment strategies, ranked by percent of firms reporting each recruitment strategy for all occupations		All occupations	Selected farm-related occupations			Selected occupations related to food processing			
			General farm workers (8431)	Nursery & greenhouse workers (8432)	Harvesting labourers (8611)	Machine operators & related workers in food, beverage & associated products processing (946)	Labourers in food, beverage & associated products processing (9617)	Labourers in fish & seafood processing (9618)	
			Percent of firms reporting each recruitment strategy						
Online job boards	2Q2015	66	48	74	81	69	66	77	
	3Q2015	66	53	78	52	78	58	96	
	4Q2015	70	73	91	85	78	64	97	
	1Q2016	66	71	71	78	82	76	59	
	2Q2016	65	66	82	69	79	63	67	
	3Q2016	66	73	72	39	80	77	52	
	4Q2016	70	76	77	59	81	81	82	
	1Q2017	70	62	72	57	75	81	95	
	2Q2017	71	65	72	x	77	77	79	
	3Q2017	73	67	83	66	77	82	69	
	4Q2017	72	69	87	93	87	83	83	
	1Q2018	75	72	86	44	85	82	82	
	2Q2018	74	65	84	84	75	83	84	
	3Q2018	76	65	83	60	78	85	46	
	4Q2018	76	75	77	86	75	82	80	
	1Q2019	77	69	73	78	83	87	70	
	2Q2019	75	71	70	85	81	83	65	
	3Q2019	76	70	91	x	82	88	29	
	Personal contacts, referrals, informal networks	2Q2015	65	61	70	77	68	70	40
		3Q2015	66	65	75	84	77	70	44
4Q2015		66	69	87	80	76	61	29	
1Q2016		62	63	73	61	74	67	84	
2Q2016		60	59	80	79	74	67	65	
3Q2016		61	68	85	37	78	72	52	
4Q2016		62	69	75	67	79	75	84	
1Q2017		63	54	82	81	81	72	56	
2Q2017		62	48	60	x	49	64	80	
3Q2017		64	65	67	64	69	81	44	
4Q2017		63	50	54	73	78	73	74	
1Q2018		64	56	72	45	67	82	69	
2Q2018		65	62	69	81	70	83	83	
3Q2018		66	61	50	64	77	78	45	
4Q2018		65	55	63	64	72	82	90	
1Q2019		65	56	54	67	78	74	69	
2Q2019	66	50	59	83	75	82	60		
3Q2019	66	61	41	x	88	78	26		
Company website	2Q2015	52	11	22	F	36	36	F	
	3Q2015	52	11	F	15	47	41	63	
	4Q2015	59	8	36	F	41	47	4	
	1Q2016	58	18	32	F	56	65	0	
	2Q2016	54	8	18	26	39	47	15	
	3Q2016	56	13	12	7	43	43	35	
	4Q2016	59	F	11	8	50	59	F	
	1Q2017	59	11	23	15	61	56	18	
	2Q2017	56	12	34	x	48	52	12	
	3Q2017	56	19	26	7	54	58	F	
	4Q2017	60	13	39	F	50	48	F	
	1Q2018	61	14	33	18	55	50	F	
	2Q2018	58	10	26	F	59	50	40	
	3Q2018	58	17	34	26	49	49	F	
	4Q2018	59	13	43	28	55	58	34	
1Q2019	61	22	32	32	64	62	41		
2Q2019	59	16	38	F	62	61	21		
3Q2019	58	13	48	x	61	69	23		

**Table 12 (continued)**

Percent of firms reporting each recruitment strategy, Canada								
Recruitment strategies, ranked by percent of firms reporting each recruitment strategy for all occupations		All occupations	Selected farm-related occupations			Selected occupations related to food processing		
			General farm workers (8431)	Nursery & greenhouse workers (8432)	Harvesting labourers (8611)	Machine operators & related workers in food, beverage & associated products processing (946)	Labourers in food, beverage & associated products processing (9617)	Labourers in fish & seafood processing (9618)
			Percent of firms reporting each recruitment strategy					
Social media	2Q2015	34	11	29	F	29	20	15
	3Q2015	33	18	F	F	42	16	54
	4Q2015	37	13	F	F	41	27	F
	1Q2016	38	29	11	F	43	36	63
	2Q2016	37	13	24	F	24	31	31
	3Q2016	37	20	13	F	35	45	34
	4Q2016	39	17	21	22	20	38	F
	1Q2017	42	20	27	F	31	37	23
	2Q2017	41	21	21	x	24	33	48
	3Q2017	45	21	20	19	41	52	37
	4Q2017	44	32	39	F	42	44	F
	1Q2018	47	25	34	F	54	33	F
	2Q2018	46	23	20	38	47	38	56
	3Q2018	49	30	29	51	45	44	44
	4Q2018	49	31	29	51	41	53	28
	1Q2019	52	31	22	31	54	52	45
	2Q2019	53	28	31	71	55	58	54
	3Q2019	52	23	18	x	58	56	31
Government employment centre or website	2Q2015	29	51	65	58	41	48	80
	3Q2015	26	32	57	55	71	38	43
	4Q2015	25	59	72	F	63	50	25
	1Q2016	24	49	68	79	69	58	62
	2Q2016	24	39	66	70	42	55	66
	3Q2016	23	36	58	27	50	56	42
	4Q2016	24	56	70	57	63	58	86
	1Q2017	25	48	67	61	60	51	47
	2Q2017	25	46	49	x	58	56	65
	3Q2017	26	46	74	43	59	52	55
	4Q2017	24	54	85	75	55	60	62
	1Q2018	26	39	65	56	59	46	80
	2Q2018	26	54	57	29	65	48	F
	3Q2018	26	47	57	22	57	51	F
	4Q2018	25	46	56	42	55	58	44
	1Q2019	26	52	62	65	64	48	60
	2Q2019	26	48	48	56	47	49	69
	3Q2019	25	35	54	x	61	54	44
Posting a "help-wanted" sign on the storefront of the location	2Q2015	21	25	19	F	31	17	42
	3Q2015	23	9	F	12	46	25	27
	4Q2015	23	F	F	F	15	24	26
	1Q2016	19	7	F	F	25	45	51
	2Q2016	19	22	21	F	18	28	45
	3Q2016	21	24	25	25	34	28	60
	4Q2016	22	F	17	10	21	35	64
	1Q2017	20	14	22	F	42	38	40
	2Q2017	20	12	20	x	40	36	27
	3Q2017	22	28	33	F	29	40	F
	4Q2017	25	9	31	F	34	46	49
	1Q2018	21	7	20	15	30	39	F
	2Q2018	22	17	9	62	34	38	43
	3Q2018	23	20	16	33	36	43	F
	4Q2018	24	13	26	29	37	52	F
	1Q2019	21	14	15	42	47	43	8
	2Q2019	23	21	22	48	29	37	29
	3Q2019	23	20	15	x	30	50	10

**Table 12 (continued)**

Percent of firms reporting each recruitment strategy, Canada								
Recruitment strategies, ranked by percent of firms reporting each recruitment strategy for all occupations		All occupations	Selected farm-related occupations			Selected occupations related to food processing		
			General farm workers (8431)	Nursery & greenhouse workers (8432)	Harvesting labourers (8611)	Machine operators & related workers in food, beverage & associated products processing (946)	Labourers in food, beverage & associated products processing (9617)	Labourers in fish & seafood processing (9618)
			Percent of firms reporting each recruitment strategy					
Newspaper ads	2Q2015	22	41	49	61	51	29	72
	3Q2015	21	35	46	37	63	30	96
	4Q2015	20	27	56	F	60	51	96
	1Q2016	18	25	48	26	65	43	68
	2Q2016	15	45	34	57	41	29	52
	3Q2016	17	45	41	44	38	39	68
	4Q2016	16	28	34	48	46	39	77
	1Q2017	16	29	43	F	48	37	74
	2Q2017	16	30	27	x	49	34	78
	3Q2017	17	34	26	34	46	40	46
	4Q2017	15	25	43	46	51	37	F
	1Q2018	16	39	29	49	47	24	80
	2Q2018	14	24	F	51	48	36	52
	3Q2018	15	23	22	22	40	31	78
	4Q2018	14	24	13	39	46	34	83
	1Q2019	13	33	27	45	48	34	56
	2Q2019	13	17	23	40	41	30	63
	3Q2109	12	25	11	x	39	23	69
Job or recruitment fairs at schools, colleges or universities	2Q2015	21	7	10	F	25	17	52
	3Q2015	16	4	F	3	36	17	26
	4Q2015	20	F	F	F	40	34	F
	1Q2016	20	3	25	5	34	33	45
	2Q2016	19	8	29	F	26	28	46
	3Q2016	18	4	11	6	33	29	32
	4Q2016	20	F	F	15	47	22	42
	1Q2017	24	F	15	14	45	36	44
	2Q2017	21	9	14	x	26	39	53
	3Q2017	20	6	12	7	40	40	22
	4Q2017	21	F	F	F	40	37	F
	1Q2018	24	7	18	F	43	33	76
	2Q2018	24	10	9	38	52	46	F
	3Q2018	22	4	14	26	45	45	0
	4Q2018	24	8	17	23	40	47	F
	1Q2019	27	8	13	34	48	33	19
	2Q2019	26	10	17	36	55	49	29
	3Q2019	24	11	11	x	50	49	F
Professional networking, headhunters or employment agency	2Q2015	15	18	F	F	9	F	F
	3Q2015	16	7	F	F	26	F	F
	4Q2015	15	6	F	F	16	23	27
	1Q2016	14	10	F	F	23	15	58
	2Q2016	14	10	F	6	18	28	29
	3Q2016	16	5	F	F	8	8	30
	4Q2016	15	F	F	15	24	14	28
	1Q2017	18	7	F	F	26	36	F
	2Q2017	15	6	F	x	26	34	32
	3Q2017	17	13	12	F	19	35	20
	4Q2017	20	F	F	F	31	33	F
	1Q2018	19	6	F	F	27	38	F
	2Q2018	17	8	F	34	32	27	F
	3Q2018	19	F	F	F	43	26	0
	4Q2018	20	14	17	14	37	40	F
	1Q2019	21	11	15	19	50	28	F
	2Q2019	20	9	15	F	34	25	30
	3Q2109	19	F	F	x	33	39	F

**Table 12 (concluded)**

Percent of firms reporting each recruitment strategy, Canada								
Recruitment strategies, ranked by percent of firms reporting each recruitment strategy for all occupations		All occupations	Selected farm-related occupations			Selected occupations related to food processing		
			General farm workers (8431)	Nursery & greenhouse workers (8432)	Harvesting labourers (8611)	Machine operators & related workers in food, beverage & associated products processing (946)	Labourers in food, beverage & associated products processing (9617)	Labourers in fish & seafood processing (9618)
Percent of firms reporting each recruitment strategy								
Other recruitment strategies	2Q2015	8	8	F	F	21	F	76
	3Q2015	8	22	F	F	15	8	F
	4Q2015	8	F	F	F	29	9	0
	1Q2016	9	F	F	F	31	13	0
	2Q2016	8	13	F	F	8	6	6
	3Q2016	9	6	8	F	11	6	F
	4Q2016	9	12	F	5	18	6	46
	1Q2017	10	17	F	F	37	5	20
	2Q2017	10	20	F	x	4	11	19
	3Q2017	8	12	20	F	13	5	28
	4Q2017	7	9	14	F	11	9	0
	1Q2018	8	7	F	F	9	6	0
	2Q2018	9	17	F	F	34	6	F
	3Q2018	7	10	F	F	33	F	F
	4Q2018	8	F	F	F	12	14	F
1Q2019	8	15	18	F	6	11	14	
2Q2019	8	15	16	F	15	7	15	
3Q2019	8	8	F	x	19	8	0	

"\*" refers to "F" (too unreliable to publish due to small sample size) or "x" (data suppressed to meet the requirements of the Statistics Act).

Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

**Table 13**

Percent of enterprises reporting each recruitment strategy, 3 <sup>rd</sup> quarter of 2018, Canada												
Name of occupation	NOCs	Recruitment strategies										
		All recruitment strategies	Personal contacts, referrals, informal networks	Posting a "help-wanted" sign on the storefront of the location	Company website	Online job boards	Social media	Job or recruitment fairs at schools, colleges or universities	Government employment centre or website	Professional networking, headhunters or employment agency	Newspaper ads	Other recruitment strategies
<b>All occupations</b>		100	66	23	58	76	52	24	25	19	12	8
... Senior managers - construction, transportation, production & utilities	0016	100	83	0	70	78	55	5	2	53	F	5
... Managers in food service & accommodation	063	100	70	36	49	74	54	22	26	17	11	F
... Restaurant & food service managers	0631	100	72	40	46	73	57	23	27	16	11	F
... Managers in agriculture, horticulture & aquaculture	082	100	52	F	44	67	20	F	F	F	F	F
... Managers in agriculture	0821	100	54	F	F	54	F	F	F	F	F	F
... Managers in horticulture	0822	100	x	x	x	x	x	x	x	x	x	x
... Managers in aquaculture	0823	100	x	x	x	x	x	x	x	x	x	x
... Agricultural representatives, consultants & specialists	2123	100	85	F	88	91	86	F	F	F	F	F
... Landscape architects	2152	100	F	0	95	95	100	0	0	F	0	0
... Biological technologists & technicians	2221	100	65	F	65	83	54	F	F	F	F	0
... Agricultural & fish products inspectors	2222	100	F	F	F	F	F	F	F	F	F	F
... Landscape & horticulture technicians & specialists	2225	100	64	F	29	89	39	F	50	F	F	F
... Food service supervisors	6311	100	79	57	44	84	36	35	48	19	16	6
... Chefs & cooks	632	100	68	41	43	76	58	18	35	16	17	5
... Chefs	6321	100	71	35	36	70	52	17	27	20	21	F
... Cooks	6322	100	67	42	44	77	59	19	35	16	16	5
... Butchers & bakers	633	100	62	42	41	75	46	19	44	17	20	F
... Butchers, meat cutters & fishmongers - retail & wholesale	6331	100	64	50	43	72	47	22	55	21	27	F
... Bakers	6332	100	59	32	38	80	44	15	31	F	F	F
... Occupations in food & beverage service	651	100	69	31	37	72	55	10	18	4	7	3
... Bartenders	6512	100	64	22	29	70	55	6	26	F	6	F
... Food beverage servers	6513	100	69	32	36	71	57	10	17	4	8	3
... Food counter attendants, kitchen helpers & related support occupations	6711	100	73	59	50	67	47	23	28	11	15	7
... Heavy-duty equipment mechanics	7312	100	72	25	63	82	56	26	33	19	21	F
... Transport truck drivers	7511	100	69	26	43	76	54	17	34	15	22	10
<b>Natural resources, agriculture &amp; related production occupations</b>	<b>8</b>	<b>100</b>	<b>55</b>	<b>17</b>	<b>27</b>	<b>68</b>	<b>29</b>	<b>10</b>	<b>32</b>	<b>7</b>	<b>24</b>	<b>7</b>
... Supervisors & technical occupations in natural resources, agriculture & related production	82	100	66	13	43	69	44	11	28	12	6	6
... Contractors & supervisors, agriculture, horticulture & related operations & services	825	100	69	14	32	72	41	13	36	F	F	F
... Agricultural service contractors, farm supervisors & specialized livestock workers	8252	100	79	F	13	51	27	F	27	F	F	F
... Contractors & supervisors, landscaping, grounds maintenance & horticulture services	8255	100	63	F	46	88	52	F	43	F	F	F
... Workers in natural resources, agriculture & related production	84	100	56	18	24	76	23	11	38	9	21	7
... Agriculture & horticulture workers	843	100	56	19	22	76	22	11	40	9	21	7
... General farm workers	8431	100	61	20	13	70	23	11	35	F	25	8
... Nursery & greenhouse workers	8432	100	41	15	48	91	18	11	54	F	11	F
... Harvesting, landscaping & natural resources labourers	861	100	51	16	27	59	32	F	27	4	F	F
... Harvesting labourers	8611	100	x	x	x	x	x	x	x	x	x	x
... Landscaping & grounds maintenance labourers	8612	100	66	22	38	77	52	10	33	4	9	F
... Aquaculture & marine harvest labourers	8613	100	x	x	x	x	x	x	x	x	x	x
... Supervisors, food, beverage & associated products processing	9213	100	76	13	74	89	32	13	16	14	F	F
... Machine operators & related workers in food, beverage & associated products processing	946	100	88	30	61	82	58	50	61	33	39	19
... Process control & machine operators in food, beverage & associated products processing	9461	100	84	23	61	83	46	27	34	32	14	6
... Industrial butchers & meat cutters, poultry preparers & related workers	9462	100	98	58	72	92	71	74	81	52	59	41
... Fish & seafood plant workers	9463	100	82	11	43	70	65	57	86	F	60	16
... Testers & graders, food, beverage & products processing	9465	100	85	F	100	91	F	87	F	F	F	0
... Labourers in food, beverage & associated products processing	9617	100	78	50	69	88	56	49	54	39	23	8
... Labourers in fish & seafood processing	9618	100	26	10	23	29	31	F	44	F	69	0

..: not available; "F": too unreliable to publish due to small sample size; "x": data suppressed to meet the requirements of the Statistics Act.  
 Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0328-01 (formerly CANSIM Table 285-0004).

## Summary

The top 3 occupations associated with farms reported 12.5 thousand vacancies in the 3<sup>rd</sup> quarter of 2019. The number of job vacancies for the 3 occupations associated with farms has been consistently above 10 thousand vacancies since the 1<sup>st</sup> quarter of 2018.

Specifically, the level of vacancies for “general farm workers” (6.7 thousand) is higher than in any 3<sup>rd</sup> quarter since the beginning of the Job Vacancy and Wage Survey.

The top 3 occupations associated with food processing reported 8 thousand job vacancies in the 3<sup>rd</sup> quarter of 2019. The number of vacancies has surpassed 6 thousand for the last 10 quarters (since the 2<sup>nd</sup> quarter of 2017).

Job vacancies in the occupations associated with farms and food manufacturing are more likely to be seasonal jobs, more likely to require lower levels of educational attainment and are more likely to require little experience.

Enterprises with job vacancies in these occupations are more likely to be constantly recruiting to fulfill their job requirements.

## Appendix A: Overlap of employment by industry sector and employment by occupation

On Canadian farms<sup>10</sup> in 2011, there were 322,110 individuals employed in 62 different occupations when only counting those occupations with more than 200 workers across Canada (Appendix Table A1). The occupation with the most workers was “managers in agriculture” which was mainly comprised of self-employed farmers, although some farms do employ paid managers on their staff. The next four largest occupations employed by farms were:

- 73,905 general farm workers (NOCS 8431);
- 11,870 nursery and greenhouse workers (NOCS 8432);
- 5,610 agricultural service contractors, farm supervisors and specialized livestock workers<sup>11</sup> (NOCS 8252); and
- 5,295 harvesting labourers<sup>12</sup> (NOCS 8611) (Appendix Table A1).

Some of the individuals working in these occupations are employed by businesses that are not classified as “farms”. For the four occupations above, the share of each occupation working on a farm is:

- 89% of general farm workers<sup>13</sup>;
- 79% of nursery and greenhouse workers<sup>14</sup>;
- 57% of agricultural service contractors, farm supervisors and specialized livestock workers<sup>15</sup>; and

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<sup>10</sup> Farms are defined as crop production enterprises (NAICS 111) and animal production and aquaculture enterprises (NAICS 112) (See Statistics Canada. (2007) **North American Industry Classification System: 2007** (Ottawa: Statistics Canada, Catalogue no. 12-501) (<http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?lang=eng&catno=12-501-X>).

<sup>11</sup> This includes agricultural service contractors who own and operate their own businesses and provide agricultural services such as livestock and poultry breeding services, soil preparation services, crop planting services, crop spraying services, cultivating or harvesting services or other services under contract. This group also includes foremen/women who supervise the work of general farm workers and harvesting labourers. This group also includes specialized livestock workers carry out feeding, health and breeding programs on dairy, beef, sheep, poultry, hog and other livestock farms.

<sup>12</sup> Recall that the Statistics Canada 2011 National Household Survey enumerated the level of employment for the reference week of Sunday May 1<sup>st</sup>

- 94% of harvesting labourers<sup>16</sup>.

Similar to the situation regarding jobs within the farm sector, there is a wide range of occupations within food manufacturing enterprises. In 2011, the level of employment in food manufacturing was 216,145 and there were 71 different occupations with over 300 employees across Canada who were employed in food manufacturing (Appendix Table A2).

The four largest occupations were:

- 44,970 labourers in food, beverage and associated products processing (NOCS 9617);
- 21,850 process control & machine operators, food, beverage & associated products processing (NOCS 9461);
- 12,410 bakers (NOCS 6332); and
- 11,115 industrial butchers and meat cutters, poultry preparers and related workers (NOCS 9462) (Appendix Table A2).

Again, we find that there are many individuals who work in these occupations but who are employed in other sectors. For example, for the four occupations listed above, the percent of workers in each occupation who work for a manufacturing enterprise is:

- 74% of labourers in food, beverage and associated products processing<sup>17</sup>;
- 71% of process control & machine operators, food, beverage & associated products processing<sup>18</sup>;
- 30% of bakers<sup>19</sup>; and

to Saturday May 7<sup>th</sup>, 2011. Thus, seasonal harvesting labourers in the summer or autumn would not be counted.

<sup>13</sup> Another 2% were employed in NAICS 115 = Support Activities for Agriculture and Forestry, particularly for contractors providing harvest labour services.

<sup>14</sup> Another 9% were employed in NAICS 44-45 = Retail Trade, particularly garden centres.

<sup>15</sup> Another 21% were employed in NAICS 711 = Performing Arts, Spectator Sports and Related Industries, particularly for horse racing enterprises.

<sup>16</sup> Another 5% were employed in NAICS 115 = Support Activities for Agriculture and Forestry, particularly for contractors providing harvest labour services.

<sup>17</sup> Another 8% are employed in NAICS 41 = Wholesale Trade.

<sup>18</sup> Another 13% are employed in NAICS 312 = Beverage and Tobacco Product Manufacturing.

<sup>19</sup> Another 39% are employed in NAICS 44-45 = Retail Trade (e.g. grocery stores) and another 26%

- 90% of industrial butchers and meat cutters, poultry preparers and related workers (Appendix Table A2).

However, Statistics Canada's Job Vacancy and Wage Survey only publishes the job vacancies for all jobs in a given occupational group – they do not publish job vacancies for a given occupational group within a given industry sector<sup>20</sup>.

Consequently, given the current availability of data, we discuss the level of job vacancies for all jobs in the given occupation without knowing whether the job vacancies for the given occupation relate specifically to farms or to food manufacturing enterprises.

In addition, the published tables do not show the number of payroll employees for each occupation and thus a job vacancy rate is not shown<sup>21</sup>.

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are employed in NAICS 72 = Accommodation and food services (e.g. restaurants).

<sup>20</sup> A special tabulation would generate specific results, if the sample size was sufficient.

<sup>21</sup> Again, a special tabulation may be considered in order to calculate job vacancy rates, for occupations with a sufficient sample size.

## Appendix Table A1

Employment <sup>1</sup> by occupation on crop farms (NAICS = 111) and on animal production and aquaculture farms (NAICS = 112) in Canada, 2011		Total number employed in this occupation	Percent in this occupation employed on farms	Employment in this occupation in other sectors					
Occupation of workers on farms, ranked by size of employment in each occupation, for occupations with employment levels of 200 or more	Number employed <sup>1</sup> on farms			Name of sector	Number employed	Percent of total in occupation	Name of sector	Number employed	Percent of total in occupation
<b>All occupations on farms</b>	<b>322,110</b>	n.a.	n.a.						
0821 Managers in agriculture	161,305	168,020	96	Support activities for agric. & forestry (NAICS 115)	1,010	1	Wholesale trade (NAICS 41)	980	1
8431 General farm workers	73,905	82,745	89	Support activities for agric. & forestry (NAICS 115)	2,040	2	Manufacturing (NAICS 31-33)	1,345	2
8432 Nursery and greenhouse workers	11,870	15,115	79	Retail trade (NAICS 44-45)	1,365	9			
8252 Agricultural service contractors, farm supervisors and specialized livestock workers	5,610	9,820	57	Arts, recreation and entertainment (NAICS 71)	2,035	21	Support activities for agric. & forestry (NAICS 115)	855	7
8611 Harvesting labourers	5,295	5,650	94	Support activities for agric. & forestry (NAICS 115)	310	5			
1311 Accounting technicians and bookkeepers	4,030								
0822 Managers in horticulture	4,000								
6421 Retail salespersons	3,465								
7511 Transport truck drivers	3,250								
1241 Administrative assistants	2,770								
2225 Landscape and horticulture technicians and specialists	1,895								
8612 Landscaping and grounds maintenance labourers	1,840								
0016 Senior managers - construction, transportation, production and utilities	1,640								
7312 Heavy-duty equipment mechanics	1,630								
1221 Administrative officers	1,290								
1521 Shippers and receivers	1,160								
6733 Janitors, caretakers and building superintendents	1,160								
2123 Agricultural representatives, consultants and specialists	1,140								
8255 Contractors and supervisors, landscaping, grounds maintenance and horticulture services	1,135								
1411 General office support workers	1,110								
7452 Material handlers	1,080								
9617 Labourers in food, beverage and associated products processing	1,025								
1431 Accounting and related clerks	985								
6611 Cashiers	975								
1111 Financial auditors and accountants	960								
0823 Managers in aquaculture	955								
8613 Aquaculture and marine harvest labourers	870								
2221 Biological technologists and technicians	830								
0621 Retail and wholesale trade managers	795								
7514 Delivery and courier service drivers	725								
7521 Heavy equipment operators (except crane)	685								
6411 Sales and account representatives - wholesale trade (non-technical)	640								
6731 Light duty cleaners	550								
0911 Manufacturing managers	520								
7237 Welders and related machine operators	500								
9619 Other labourers in processing, manufacturing and utilities	490								
9465 Testers and graders, food, beverage and associated products processing	485								
0601 Corporate sales managers	450								
6322 Cooks	450								
9462 Industrial butchers and meat cutters, poultry preparers and related workers	445								
0111 Financial managers	430								
6562 Other customer and information services representatives	405								
8422 Silviculture and forestry workers	395								
6711 Food counter attendants, kitchen helpers and related support occupations	390								
1225 Purchasing agents and officers	360								
7311 Construction millwrights and industrial mechanics	360								
9461 Process control and machine operators, food, beverage and associated products processing	355								
7271 Carpenters	350								
4412 Home support workers, housekeepers and related occupations	345								
6622 Store shelf stockers, clerks and order fillers	310								
0124 Advertising, marketing and public relations managers	295								
1522 Storekeepers and partspersons	270								
1414 Receptionists	265								
0714 Facility operation and maintenance managers	260								
7384 Other trades and related occupations, n.e.c.	260								
2121 Biologists and related scientists	250								
6222 Retail and wholesale buyers	250								
3213 Animal health technologists and veterinary technicians	245								
1432 Payroll clerks	215								
7611 Construction trades helpers and labourers	210								
7441 Residential and commercial installers and servicers	205								
2222 Agricultural and fish products inspectors	200								

1. Number employed includes self-employed and payroll employees.

Source: Statistics Canada, National Household Survey, 2011, Table 99-012-X2011026



# Appendix Table A2

Employment <sup>1</sup> by occupation in food manufacturing businesses (NAICS = 311), Canada, 2011		Total number employed in this occupation	Percent in this occupation employed in food manufacturing	Employment in this occupation in other sectors					
Occupation of workers in food manufacturing, ranked by size of employment in each occupation, for occupations with employment levels of 300 or more	Number employed <sup>1</sup> in food manufacturing			Name of sector	Number employed	Percent of total in occupation	Name of sector	Number employed	Percent of total in occupation
<b>All occupations in food manufacturing</b>	<b>216,145</b>	n.a.	n.a.						
9612 Labourers in food, beverage and associated products processing	44,970	60,430	74	Wholesale trade (NAICS 41)	4,775	8	Retail trade (NAICS 44-45)	3,160	5
9461 Process control & machine operators, food, beverage & associated products processing	21,850	30,735	71	Beverage & tobacco product mfg (NAICS 312)	4,135	13	Wholesale trade (NAICS 41)	1,305	4
6332 Bakers	12,410	41,690	30	Retail trade (NAICS 44-45)	16,045	39	Accommodation & food services (NAICS 72)	10,700	26
9402 Industrial butchers and meat cutters, poultry preparers and related workers	11,115	12,310	90						
9213 Supervisors, food, beverage and associated products processing	9,610	12,945	74	Beverage & tobacco product mfg (NAICS 312)	985	8	Wholesale trade (NAICS 41)	950	7
7452 Material handlers	6,485	168,080	4	Non-food manufacturing	31,900	20	Transportation & warehousing (NAICS 48-49)	34,750	22
0911 Manufacturing managers	6,185	72,920	8	Non-food manufacturing	49,600	68	Wholesale trade (NAICS 41)	5,725	8
9463 Fish and seafood plant workers	6,090	7,670	79						
6421 Retail salespersons	5,625	656,395	1						
1521 Shippers and receivers	5,190	116,090	4						
9619 Labourers in fish and seafood processing	4,395	6,150	84						
7311 Construction millwrights and industrial mechanics	4,395								
6711 Food counter attendants, kitchen helpers and related support occupations	3,000								
7511 Transport truck drivers	2,805								
6411 Sales and account representatives - wholesale trade (non-technical)	2,785								
2211 Chemical technologists and technicians	2,725								
7512 Delivery and courier service drivers	2,620								
0621 Retail and wholesale trade managers	2,185								
1431 Accounting and related clerks	2,145								
6733 Janitors, caretakers and building superintendents	2,135								
0601 Corporate sales managers	2,100								
0016 Senior managers - construction, transportation, production and utilities	1,850								
9465 Testers and graders, food, beverage and associated products processing	1,840								
6731 Light duty cleaners	1,660								
1111 Financial auditors and accountants	1,530								
9241 Power engineers and power systems operators	1,490								
9619 Other labourers in processing, manufacturing and utilities	1,490								
6411 General office support workers	1,470								
6811 Cashiers	1,465								
1241 Administrative assistants	1,395								
1221 Administrative officers	1,330								
8262 Fishermen/women	1,320								
8322 Cooks	1,285								
1215 Supervisors, supply chain, tracking and scheduling co-ordination occupations	1,230								
6552 Other customer and information services representatives	1,130								
7242 Industrial electricians	1,035								
0631 Restaurant and food service managers	1,010								
0112 Human resources managers	920								
1225 Purchasing agents and officers	910								
1524 Purchasing and inventory control workers	895								
6321 Chefs	855								
8431 General farm workers	850								
2222 Agricultural and fish products inspectors	835								
1311 Accounting technicians and bookkeepers	830								
0111 Financial managers	775								
7333 Electrical mechanics	745								
7921 Public works and maintenance labourers	725								
1523 Production logistics co-ordinators	705								
0124 Advertising, marketing and public relations managers	675								
0714 Facility operation and maintenance managers	665								
6622 Store shelf stockers, clerks and order fillers	615								
2121 Biologists and related scientists	595								
0821 Managers in agriculture	540								
1121 Human resources professionals	525								
1432 Payroll clerks	510								
2171 Information systems analysts and consultants	485								
2233 Industrial engineering and manufacturing technologists and technicians	485								
6222 Retail and wholesale buyers	450								
1123 Professional occupations in advertising, marketing and public relations	445								
0113 Purchasing managers	435								
4163 Business development officers and marketing researchers and consultants	425								
6732 Specialized cleaners	415								
1122 Professional occupations in business management consulting	405								
1414 Receptionists	390								
6211 Retail sales supervisors	390								
2241 Electrical and electronics engineering technologists and technicians	345								
1422 Data entry clerks	340								
1112 Financial and investment analysts	335								
7237 Welders and related machine operators	325								
2263 Inspectors in public and environmental health and occupational health and safety	320								
2174 Computer programmes and interactive media developers	305								

1. Number employed includes self-employed and payroll employees.  
 Source: Statistics Canada, National Household Survey, 2011, Table 99-012-X2011028

