



August 2018



## Agriculture and Agri-Food Labour Market Information Update

### Trend in job vacancies on farms and in food manufacturing up to the 1<sup>st</sup> quarter of 2018



## 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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## Highlights

- The number of job vacancies on farms has been increasing since the 3<sup>rd</sup> quarter of 2017 and, in food manufacturing, for a longer period, since the 3<sup>rd</sup> quarter of 2016. This trend is based on comparing the situation in a given quarter (i.e. in a given season) with the situation in the same quarter in the previous year.
- When averaged over four quarters (i.e., averaged over four seasons), the number of job vacancies and the job vacancy rate was the highest in the 1<sup>st</sup> quarter of 2018, compared to any previous four-quarter period since the Job Vacancy and Wage Rate survey started publishing data in 2015.
- This peak in the 1<sup>st</sup> quarter of 2018 applies to both vacancies on farms and vacancies in food manufacturing.

## Why look at job vacancies?

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.

The objective of this **Labour Market Information Update** is to document the

trend in the number of job vacancies<sup>1</sup> and the trend in the job vacancy rate (percent) on farms and in food manufacturing enterprises.

Business enterprises are classified by industry sector using NAICS<sup>2</sup>. Farms comprise NAICS 111 = plant production farms and NAICS 112 = animal production and aquaculture firms. Food manufacturing enterprises are covered by NAICS = 311. This includes primary and secondary food processing activities<sup>3</sup>.

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<sup>1</sup> Statistics Canada's Job Vacancy and Wage Survey (JWS) 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>2</sup> Tables showing data for enterprises will show the NAICS code for their industry sector. NAICS is the North American Industry Classification System. For further information 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>3</sup> NAICS 311 Food manufacturing includes 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.).



## Findings<sup>4</sup>

During the 1<sup>st</sup> quarter of 2018, there were 11,900 job vacancies on **farms** in Canada (Table 1). Most vacancies (9,700) were on plant production farms. The remainder (2,200 vacancies) were on animal production and aquaculture farms.

Also, there were 7,900 job vacancies among food manufacturing firms in the 1<sup>st</sup> quarter of 2018.

As noted, among plant production farms<sup>5</sup>, there were 9,700 vacancies in the 1<sup>st</sup> quarter of 2018 (Figure 1).

Over the past three years, the number of vacancies has varied between a high of 10,800 in the 2<sup>nd</sup> quarter of 2015 and a low of 4,700 in the 4<sup>th</sup> quarter of 2016.

**Table 1. Number of job vacancies for farm enterprises and for food manufacturing enterprises, Canada, up to the 1<sup>st</sup> quarter of 2018**

	NAICS <sup>1</sup>	2015: quarter				2016: quarter				2017: quarter				2018: 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>
<b>Number of job vacancies<sup>2</sup> (,000)</b>														
<b>Farm enterprises<sup>3</sup></b>														
... Plant production	111	9.6	10.8	7.8	5.1	5.1	8.0	7.2	4.7	7.3	7.8	8.4	5.7	9.7
... Animal production & aquaculture	112	2.4	1.8	1.4	1.8	1.3	1.4	1.5	1.6	1.4	1.4	1.5	2.2	2.2
<b>... All farm enterprises</b>		<b>12.0</b>	<b>12.6</b>	<b>9.2</b>	<b>6.9</b>	<b>6.4</b>	<b>9.4</b>	<b>8.7</b>	<b>6.3</b>	<b>8.6</b>	<b>9.1</b>	<b>9.9</b>	<b>7.9</b>	<b>11.9</b>
<b>Food manufacturing enterprises<sup>4</sup></b>	<b>311</b>	<b>6.7</b>	<b>7.1</b>	<b>6.3</b>	<b>5.7</b>	<b>4.9</b>	<b>6.2</b>	<b>7.5</b>	<b>6.6</b>	<b>6.7</b>	<b>7.6</b>	<b>9.1</b>	<b>8.5</b>	<b>7.9</b>

1. For enterprises, NAICS is the North American Industry 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.

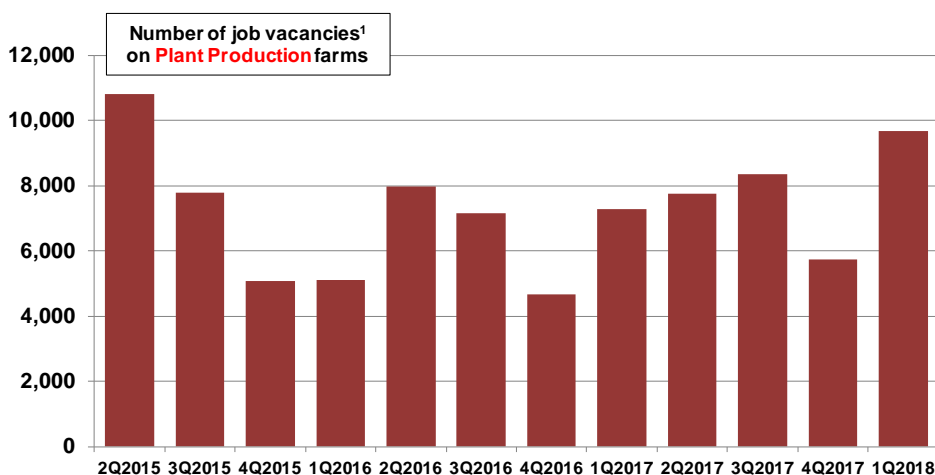
3. Vacancies for all occupations employed by farms.

4. Vacancies for all occupations employed by food manufacturing enterprises.

Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0325-01 (former CANSIM Table 285-0002).

**Figure 1**

**The number of job vacancies<sup>1</sup> on Plant Production farms was 9,700 in the 1<sup>st</sup> quarter of 2018, 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@ Sasktel.net

<sup>4</sup> The results of the Job Vacancy and Wage Survey (JWVS) for the 1<sup>st</sup> quarter of 2018 were published on July 12, 2018. See Tables 14-10-0325-01, 14-10-0326-01, 14-10-0328-01 and 14-10-0356-01 (formerly CANSIM Tables 285-0001, 285-0002, 285-0003 and 285-0004) at <https://www150.statcan.gc.ca/n1/en/type/data>.

<sup>5</sup> Plant production farms include fruit and vegetable farms, greenhouse and nursery farms and grain and oilseed farms.

When the number of job vacancies are compared to the level in the same quarter in the previous year, we see that the number of job vacancies on plant production farms have been increasing since the 3<sup>rd</sup> quarter of 2017 (i.e. the



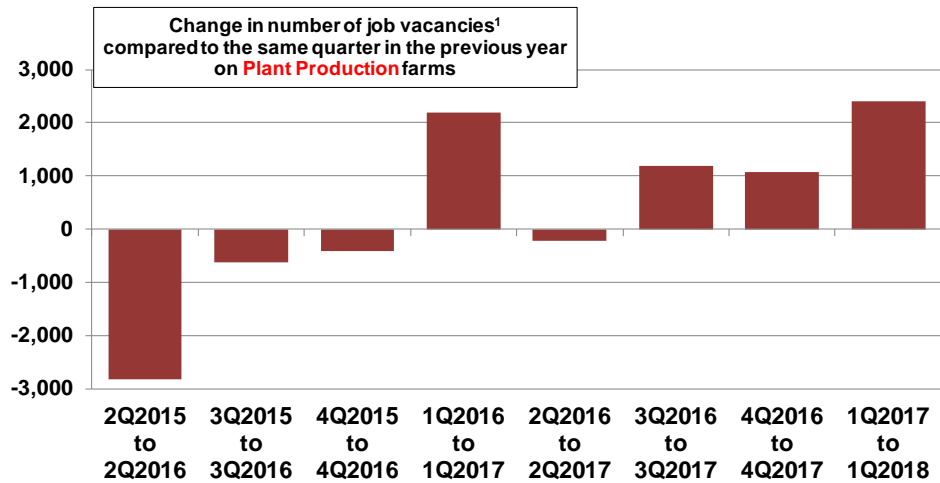
change from the same quarter in the previous year is greater than zero) (Figure 2).

When the quarterly data on job vacancies are averaged over the previous four quarters, we generate an annual average of the previous four quarters. In an average quarter, the number of job vacancies<sup>6</sup> on plant production farms has been increasing since the 3<sup>rd</sup> quarter of 2017 (Figure 3).

In terms of the job vacancy rate<sup>7</sup>, there is considerable variability over time – from a low of 4.6% in the 4<sup>th</sup> quarter of 2016 to a high of 12% in the 1<sup>st</sup> quarter of 2018 (Figure 4)

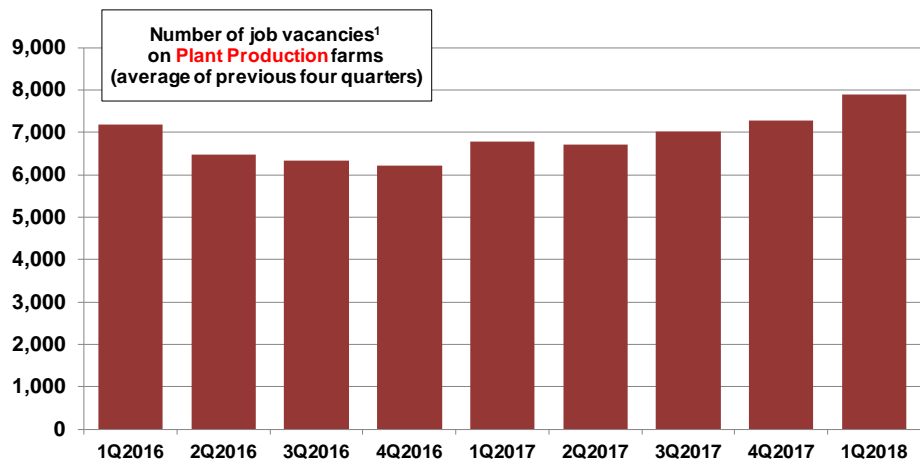
By comparing each quarter to the same quarter in the previous year, the trend becomes apparent. The job vacancy rate has been increasing (i.e. the change is

Figure 2 The number of job vacancies<sup>1</sup> on Plant Production farms has been increasing since the 3<sup>rd</sup> quarter of 2017, 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

Figure 3 The number of job vacancies<sup>1</sup> on Plant Production farms has been increasing since the 3<sup>rd</sup> quarter of 2017, 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

greater than zero) since the 3<sup>rd</sup> quarter of 2017 (Figure 5).

On the basis of an annual average, calculated as the average of the four previous quarters, the job vacancy rate on plant production farms has been

<sup>6</sup> This in the context of a not-insignificant number of temporary foreign workers being employed by plant production farms in an attempt to allay labour shortages.

<sup>7</sup> The job vacancy rate is calculated as the number of job vacancies as a percent of the available jobs (i.e. the number of vacant jobs plus the number of jobs that are currently filled).



increasing since the 3<sup>rd</sup> quarter of 2017 (Figure 6).

The seasonal fluctuations and the relatively high levels of job vacancies on crop production farms is occurring in the context of a generally increasing level of payroll employees over time (Figure 7).

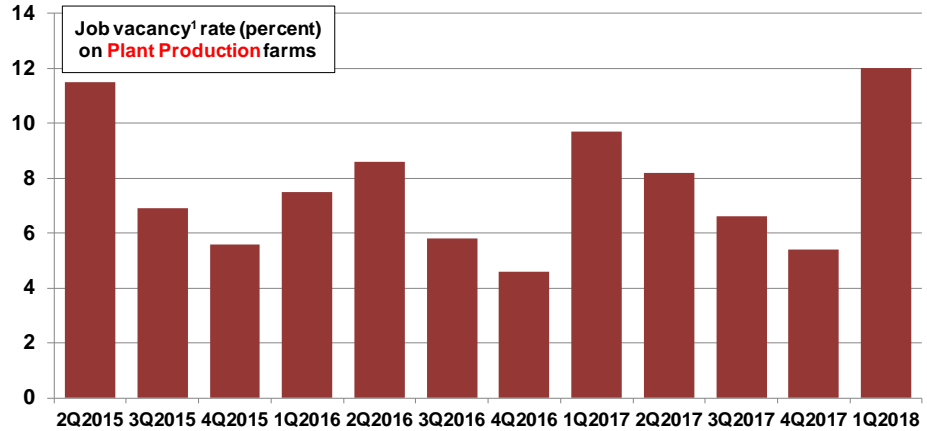
In the 1<sup>st</sup> quarter of 2018, there were 2,200 vacancies on animal production and aquaculture farms (Table 1 and Figure 8). In the 1<sup>st</sup> quarter of 2016, the number of job vacancies were as low as 1,300. In four earlier quarters, there were 1,400 vacancies (3<sup>rd</sup> quarter of 2015, 2<sup>nd</sup> quarter of 2016 and the 1<sup>st</sup> and 2<sup>nd</sup> quarters of 2017).

When the number of job vacancies are compared to the number in the same quarter of the previous year, the numbers have been increasing (i.e. the change has been above zero) since the 3<sup>rd</sup> quarter of 2017 (Figure 9).

An annual average of the previous four quarters shows a higher level of job vacancies in the four quarters up to the

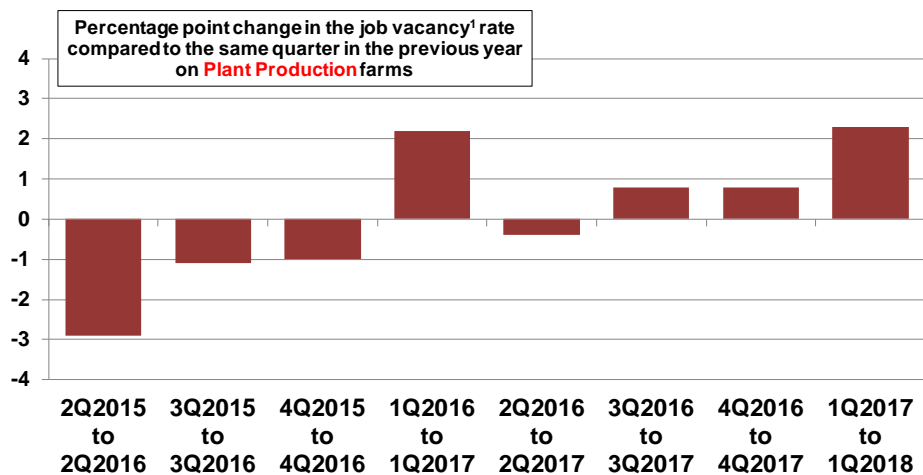
1<sup>st</sup> quarter of 2018, compared to any

Figure 4 The job vacancy<sup>1</sup> rate on **Plant Production** farms was 12% in the 1<sup>st</sup> quarter of 2018, 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

Figure 5 The job vacancy<sup>1</sup> rate on **Plant Production** farms has been increasing since the 3<sup>rd</sup> quarter of 2017, 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

previous four-quarter period (Figure 10).

In terms of the job vacancy rate, the level in the 1<sup>st</sup> quarter of 2018 (at 3.8%) was the highest for any quarter since the 2<sup>nd</sup> quarter of 2015 (Figure 11).



The job vacancy rate has been increasing (i.e. the change is positive, when compared to the same quarter in the previous year) since the 1<sup>st</sup> quarter of 2017.

An alternative way to show this result is to show the trend in the four-quarter moving average of the job vacancy rate. On animal production and aquaculture farms, the job vacancy rate has been increasing since the 1<sup>st</sup> quarter of 2017 (Figure 13).

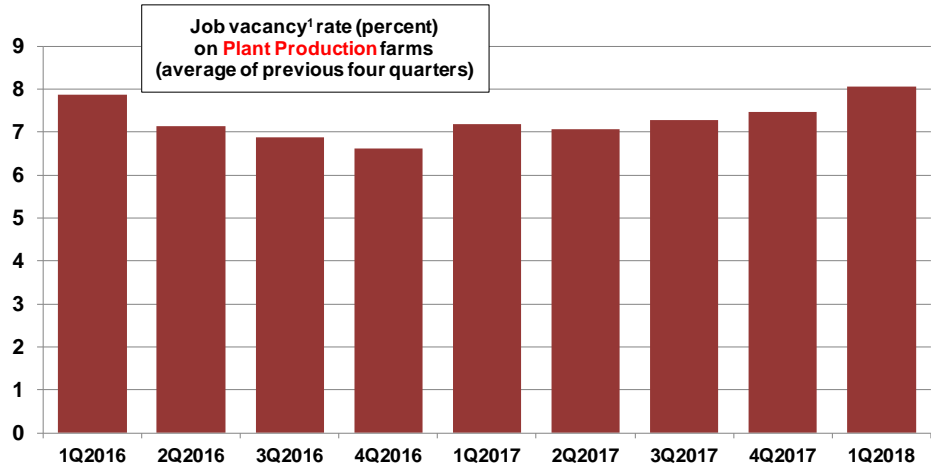
The trend in job vacancies on animal production and aquaculture farms is a slight decrease in the number of payroll employees from the 2<sup>nd</sup> quarter of 2016 to the 3<sup>rd</sup> quarter of 2017 (Figure 14).

In the 1<sup>st</sup> quarter of 2018, there were 7,900 vacancies among food processing firms. This is down from a peak of 9,000 vacancies in the 3<sup>rd</sup> quarter of 2017 but higher than in any quarter before the 3<sup>rd</sup> quarter of 2017.

When the number of job vacancies in a given quarter are compared to the number in the same quarter in the

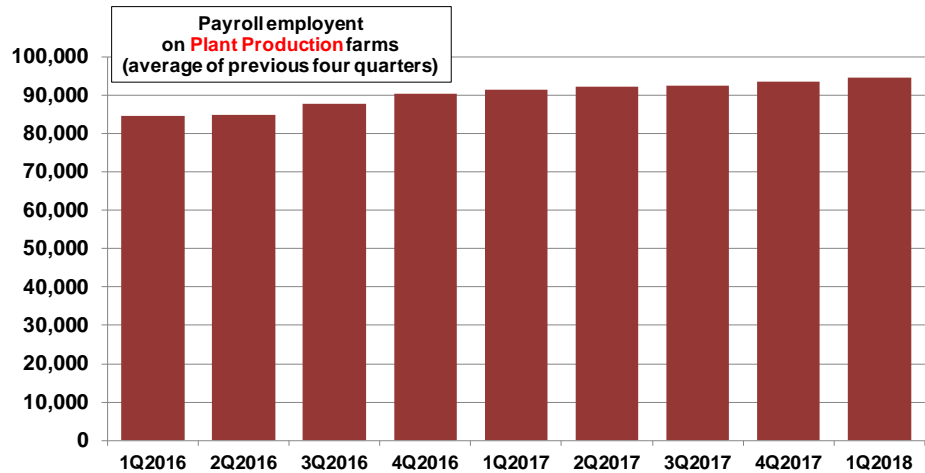
previous year, we see that the job vacancies have been going up in food manufacturing since the 3<sup>rd</sup> quarter of

**Figure 6** The job vacancy<sup>1</sup> rate on **Plant Production** farms has been increasing since the 3<sup>rd</sup> quarter of 2017, 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

**Figure 7** Payroll employment on **Plant Production** farms continues to increase, Canada (based on a four-quarter moving average (i.e. an annual average))



Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

2016 (i.e. the quarter-to-quarter change is above zero) (Figure 16).

Alternatively, the same result is shown by calculating the average number of



job vacancies in the previous four quarters (i.e. a four-quarter moving average). Again, the data show an increasing number of job vacancies in food manufacturing since the 3<sup>rd</sup> quarter of 2016.

Among food manufacturing firms, the job vacancy rate in the 1<sup>st</sup> quarter of 2018 was 3.5% (Figure 18). This is down from the 3.8% reported in the 3<sup>rd</sup> quarter of 2017 but the last three quarters have had a vacancy rate higher than in any quarter since the 2<sup>nd</sup> quarter of 2015.

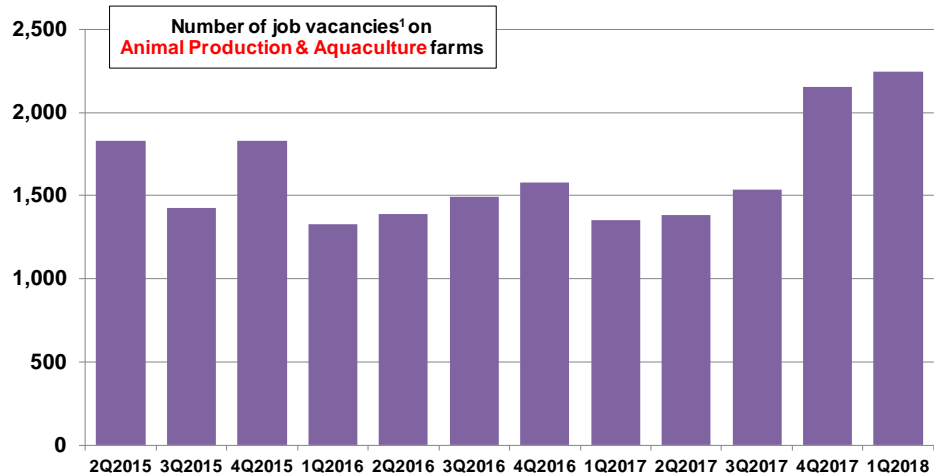
The quarter-to-quarter change in the job vacancy rate shows an increase in each quarter since the 3<sup>rd</sup> quarter of 2016 (i.e. the quarter-to-quarter change is above zero) (Figure 19).

The average job vacancy rate in the previous four quarters shows the same result – an increasing job vacancy rate since the 3<sup>rd</sup> quarter of 2016 (Figure 20).

The job vacancy data reported above is occurring within the context of a

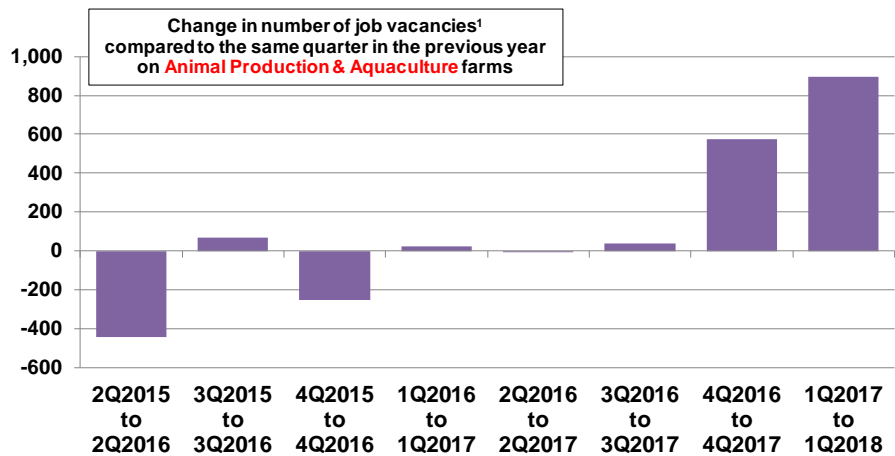
generally increasing number of payroll employees in the food manufacturing sector (Figure 21).

**Figure 8 The number of job vacancies<sup>1</sup> on Animal Production & Aquaculture farms was 2,200 in the 1<sup>st</sup> quarter of 2018, 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bolman@sasktel.net

**Figure 9 The number of job vacancies<sup>1</sup> on Animal Production & Aquaculture farms has been increasing since the 3<sup>rd</sup> quarter of 2017, 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bolman@sasktel.net

As noted in the appendix to the quarterly report on job vacancies in occupations





related to farming and food manufacturing<sup>8</sup>:

- a. data on job vacancies in firms (i.e. farms or food manufacturing firms) includes data on all occupations (i.e. truck drivers, lawyers, retail clerks, etc.) who are employed by the firm; and
- b. data on job vacancies by occupation include all vacancies for the given occupation, regardless of the type of firm searching for a worker with a given occupation. For example, a meat cutter may work with a food manufacturing firm or with a retail butcher.

The degree of overlap of various occupations and farms or food manufacturing firms is shown in the appendix, as noted above

For three farm-related occupations (as noted in Figure 22), the number of job vacancies was 12,000 in the 1<sup>st</sup> quarter of 2018.

Within the noted group of three farm-related occupations, the number of vacancies has been increasing since the 3<sup>rd</sup> quarter of 2017, on the basis of a quarter-to-quarter comparison (Figure 23).

When a four-quarter moving average is calculated for the number of job vacancies, again the data show an increase since the 3<sup>rd</sup> quarter of 2017 (Figure 24).

Among three occupations related to food manufacturing, there were 6,000 vacancies in the 1<sup>st</sup> quarter of 2018

(Figure 25). This was down from a level of 7,300 in the 3<sup>rd</sup> quarter of 2017 but the present level remains higher than most quarters since the 2<sup>nd</sup> quarter of 2015.

When compared to the same quarter in the previous year, the number of job vacancies for the three occupations related to food manufacturing have been increasing since the 3<sup>rd</sup> quarter of 2016 (Figure 26).

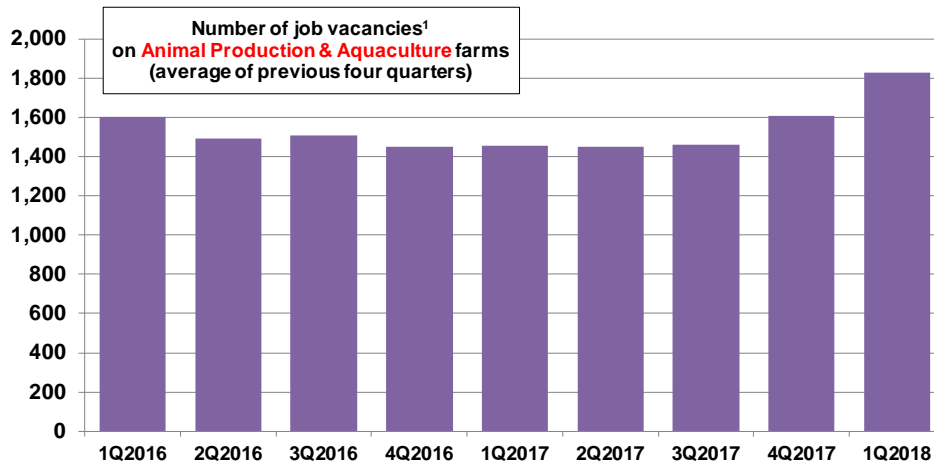
The same result is shown in terms of a four-quarter moving average of the number of job vacancies – there has been an increasing number since the 3<sup>rd</sup> quarter of 2016 (Figure 27).

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<sup>8</sup> CAHRC. (2018) **Job vacancies in selected agri-related occupations: Update to the 1<sup>st</sup> quarter of 2018.** (<https://cahrc-ccrha.ca/programs/agrilm/research>).

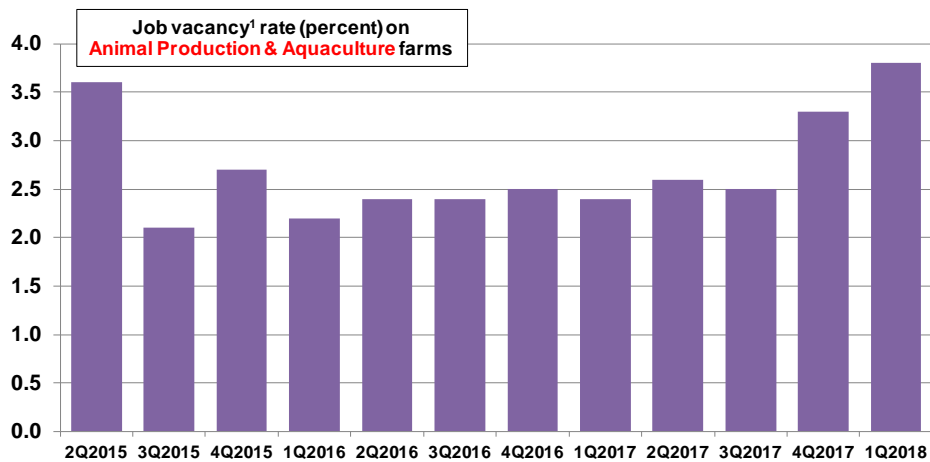


**Figure 10** The number of job vacancies<sup>1</sup> on **Animal Production & Aquaculture** farms has been increasing since the 3<sup>rd</sup> quarter of 2017, Canada  
(based on a four-quarter moving average (i.e. an annual average))



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

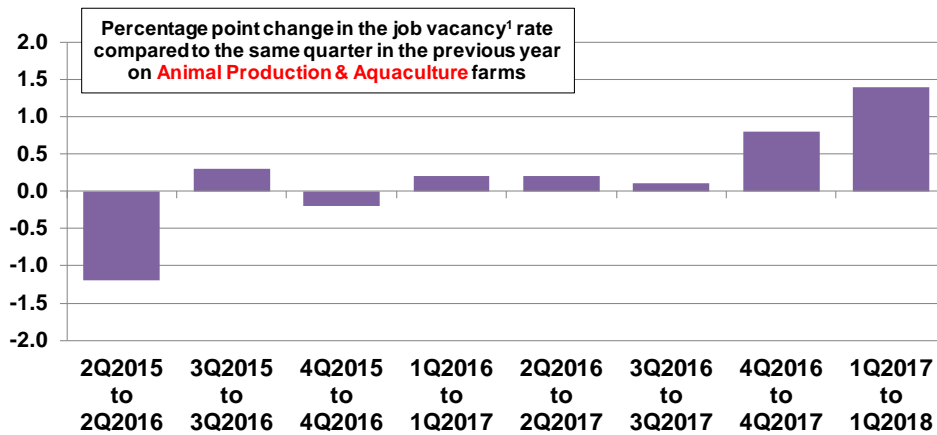
**Figure 11** The job vacancy<sup>1</sup> rate on **Animal Production & Aquaculture** farms was 3.8% in the 1st quarter of 2018, Canada



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net



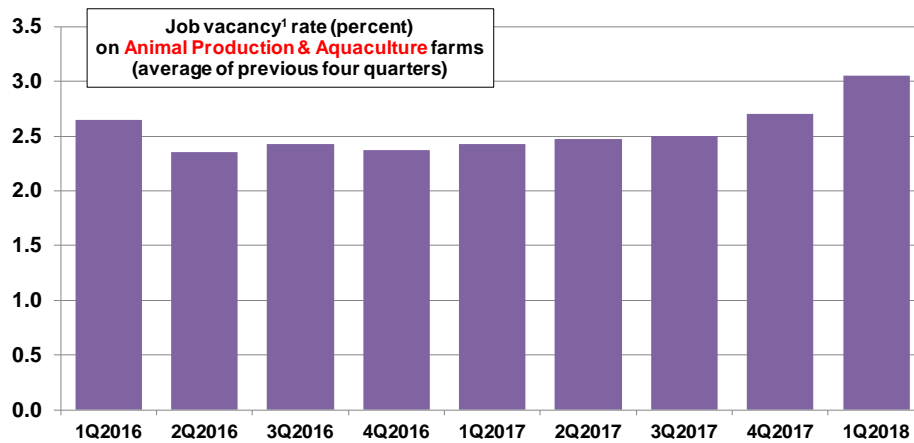
**Figure 12 The job vacancy<sup>1</sup> rate on Animal Production & Aquaculture farms as been increasing since the 1<sup>st</sup> quarter of 2017, Canada**



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bolman@sasktel.net

**Figure 13 The job vacancy<sup>1</sup> rate on Animal Production & Aquaculture farms as been increasing since the 1<sup>st</sup> quarter of 2017, Canada (based on a four-quarter moving average (i.e. an annual average))**

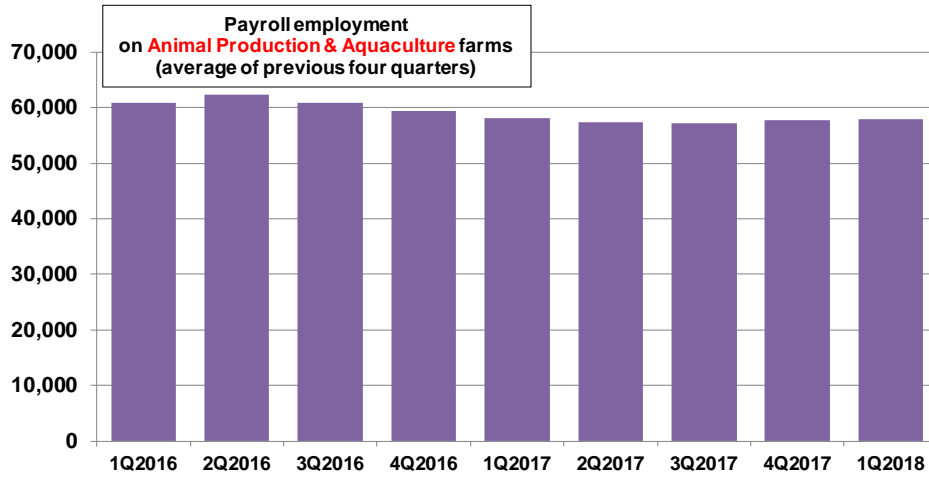


1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bolman@sasktel.net

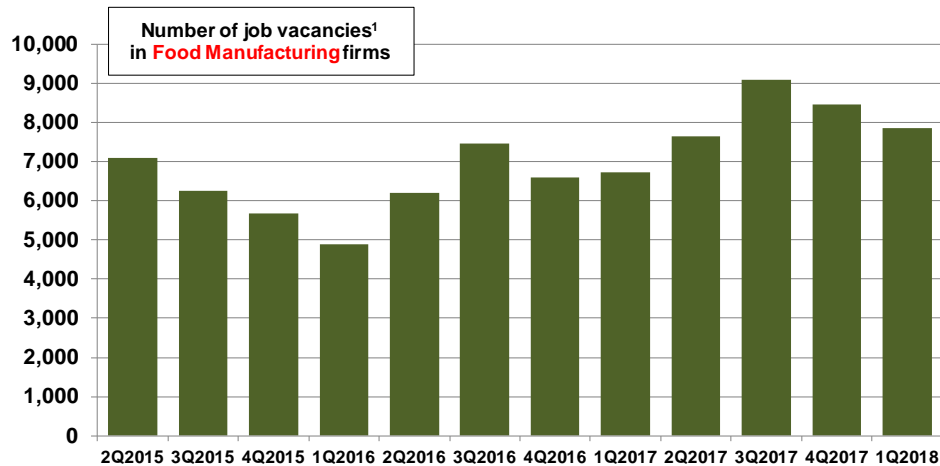


Figure 14 **Payroll employment on Animal Production & Aquaculture farms as been lower in 2017 than in 2016, Canada**  
(based on a four-quarter moving average (i.e. an annual average))



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

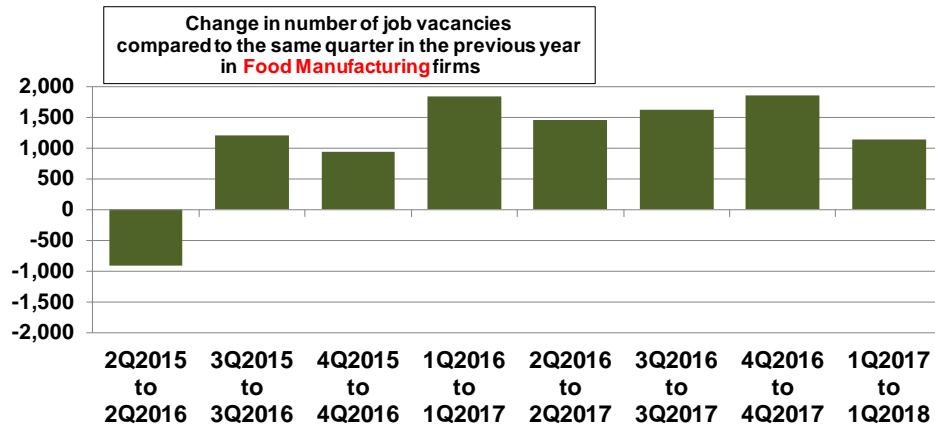
Figure 15 **The number of job vacancies<sup>1</sup> in Food Manufacturing firms was 7,900 in the 1<sup>st</sup> quarter of 2018, Canada**



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net



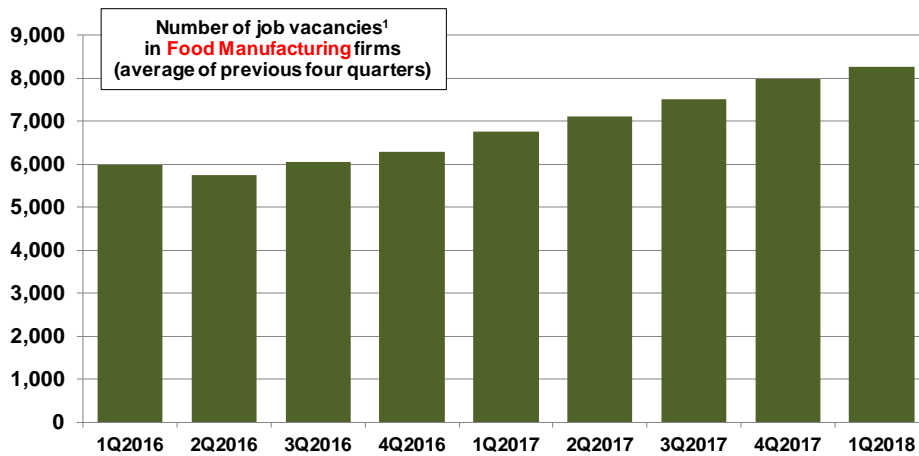
**Figure 16** The number of job vacancies<sup>1</sup> in **Food Manufacturing** firms has been increasing since the 3<sup>rd</sup> quarter of 2016, Canada



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

**Figure 17** The number of job vacancies<sup>1</sup> in **Food Manufacturing** firms 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))

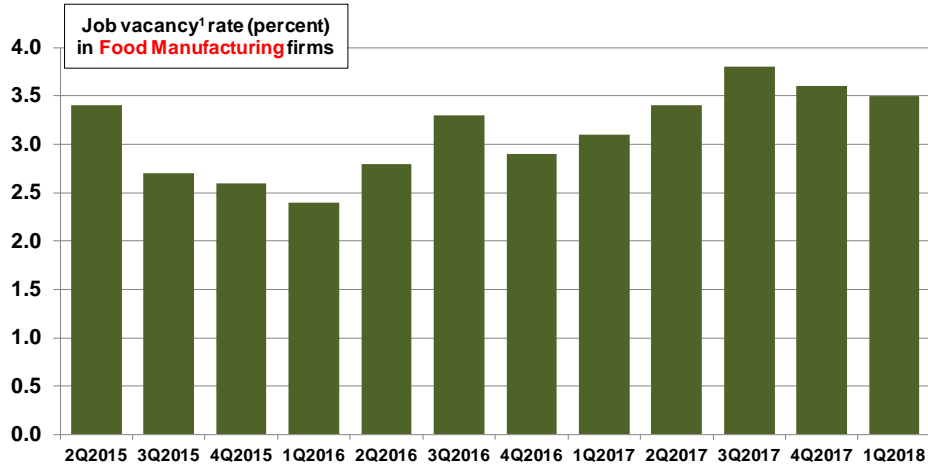


1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

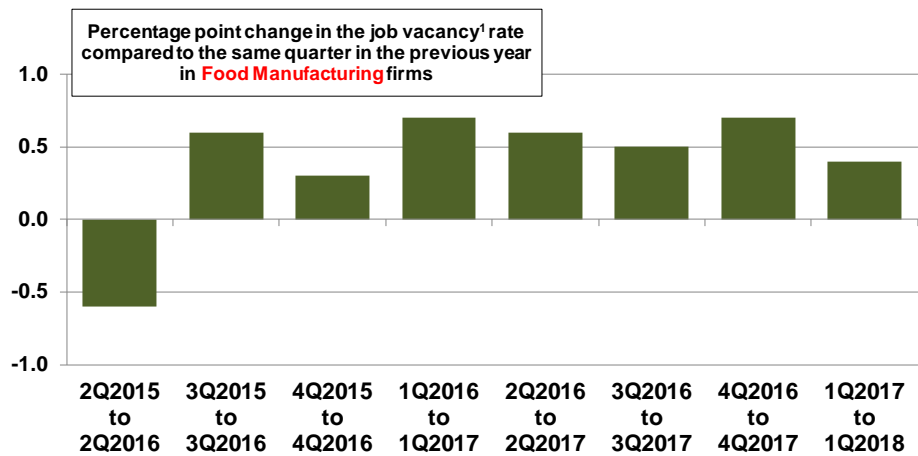


**Figure 18 The job vacancy<sup>1</sup> rate in Food Manufacturing firms was 3.5% in the 1<sup>st</sup> quarter of 2018, Canada**



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bolman@sasktel.net

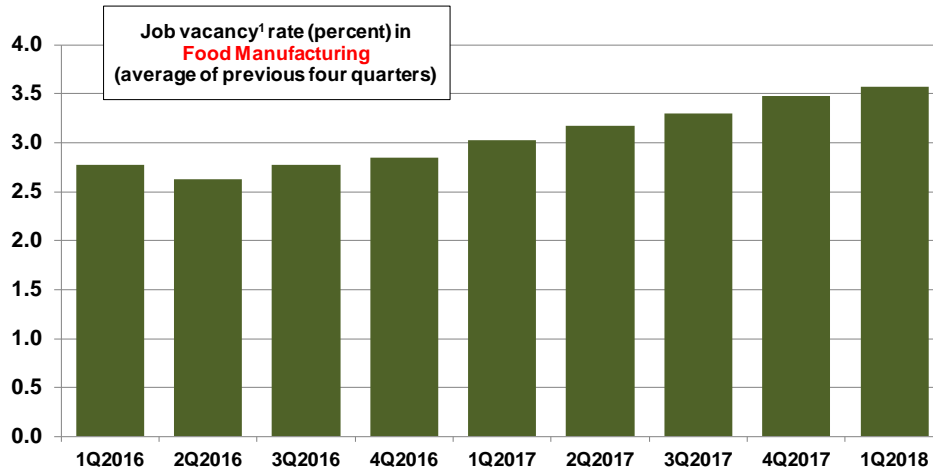
**Figure 19 The job vacancy<sup>1</sup> rate in Food Manufacturing firms has been increasing since the 3<sup>rd</sup> quarter of 2016, Canada**



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bolman@sasktel.net



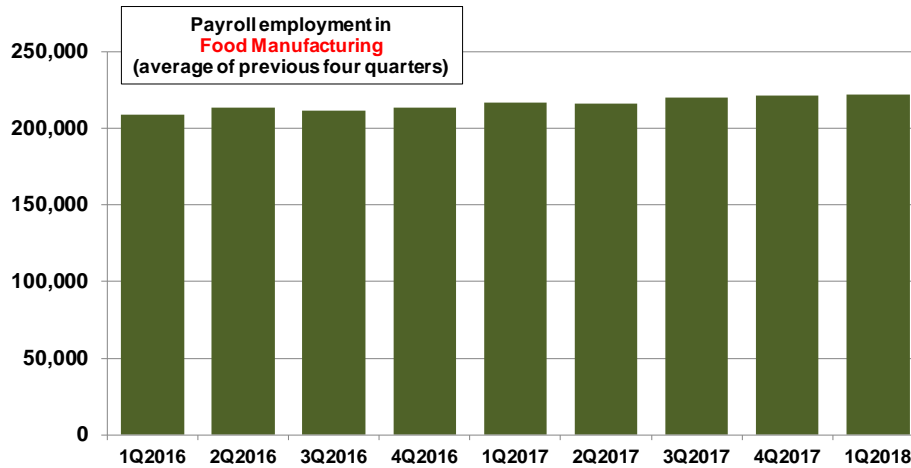
**Figure 20** The job vacancy<sup>1</sup> rate in **Food Manufacturing** firms has been increasing since the 3<sup>rd</sup> quarter of 2016, Canada  
(based on a four-quarter moving average (i.e. an annual average))



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bolman@sasktel.net

**Figure 21** The number of payroll employees in **Food Manufacturing** firms has been (generally) increasing, Canada  
(based on a four-quarter moving average (i.e. an annual average))

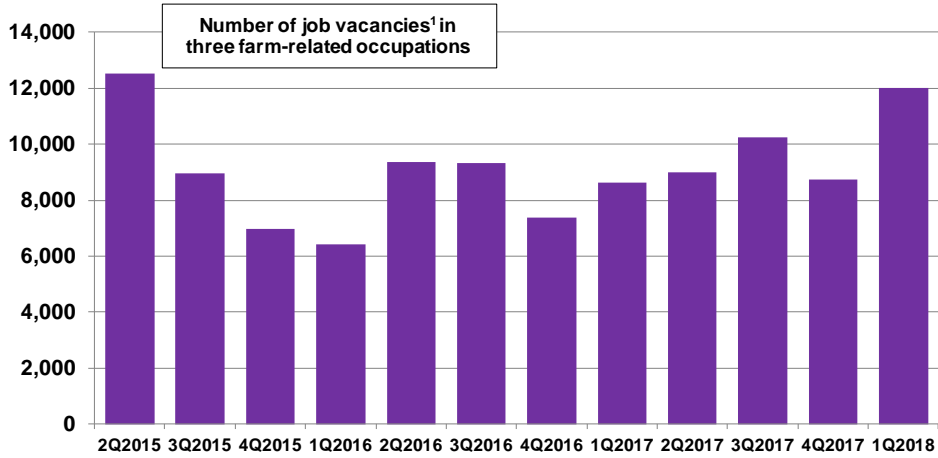


Source: Statistics Canada. Job Vacancy and Wage Survey, Table 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bolman@sasktel.net



Figure 22

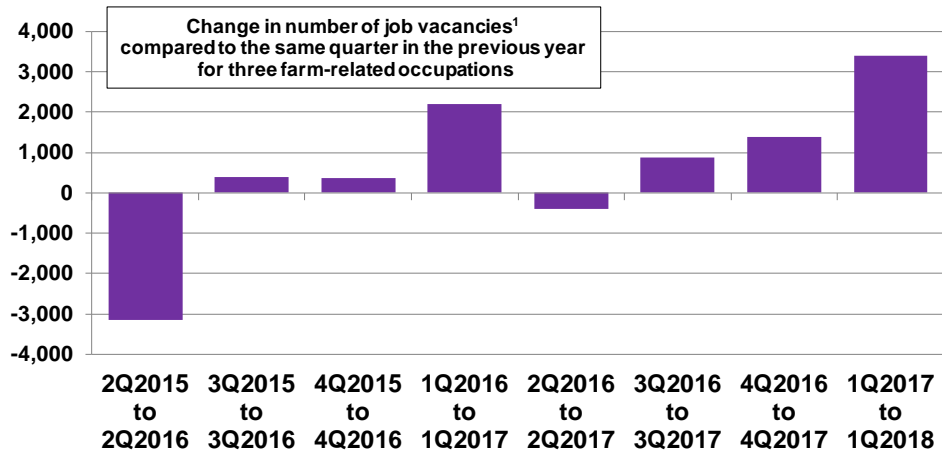
**The number of job vacancies<sup>1</sup> in three farm-related occupations (General Farm Workers, Nursery & Greenhouse Workers & Harvesting Labourers) was 12 thousand in the 1<sup>st</sup> quarter of 2018, Canada**



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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

Figure 23

**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 2017, Canada**



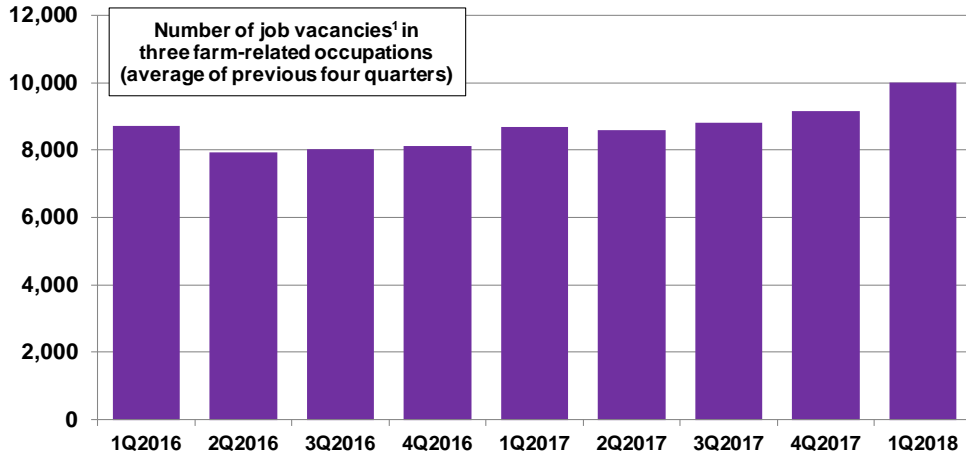
1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net





Figure 24

**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 2017, Canada**

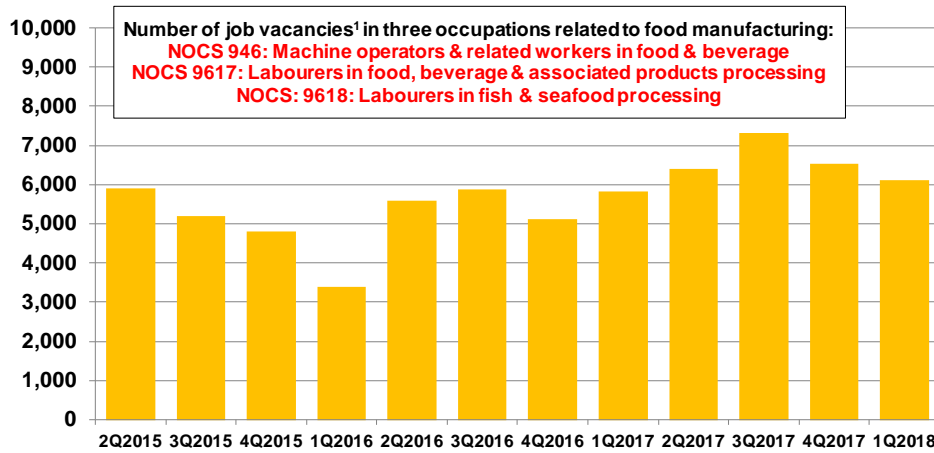


1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Boliman@sasktel.net

Figure 25

**The number of job vacancies<sup>1</sup> in three occupations related to food manufacturing  
was 6 thousand in the 1st quarter of 2018, Canada**



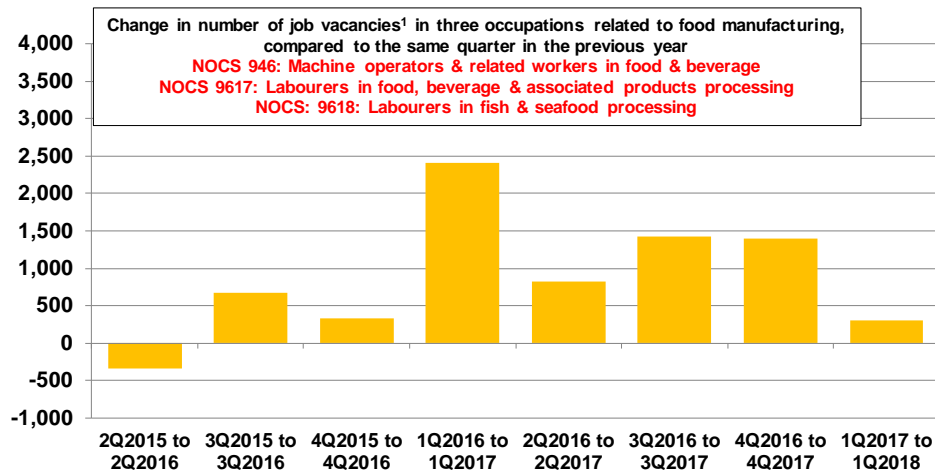
1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Boliman@sasktel.net



Figure 26

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

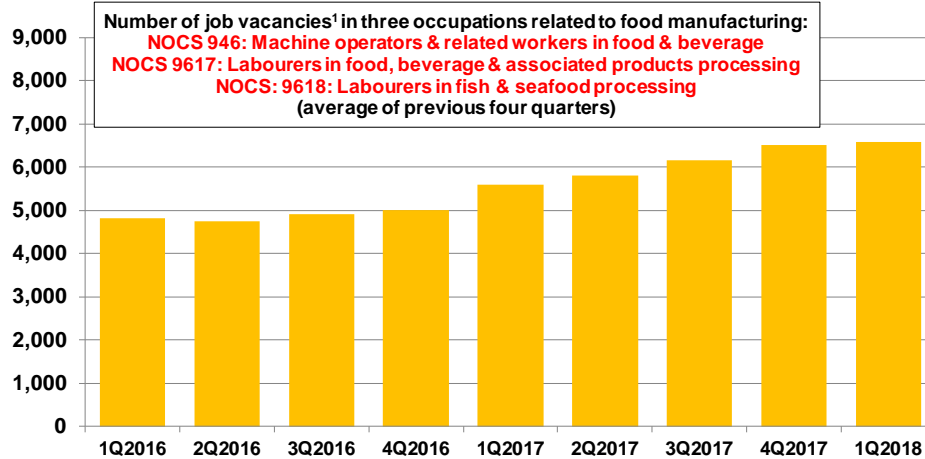


1. A job is vacant if it is vacant on the reference date (first day of the month) or will become vacant during the month, there are tasks to be carried out during the month for the job in question, and the employer is actively seeking a worker outside the organization to fill the job. Respondents are 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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net

Figure 27

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 14-10-0326-01 (former CANSIM Table 285-0002). Chart by Ray D. Bollman@sasktel.net



## Summary

The number of job vacancies on farms has been increasing since the 3<sup>rd</sup> quarter of 2017 and, in food manufacturing, for a longer period, since the 3<sup>rd</sup> quarter of 2016. This trend is based on comparing the situation in a given quarter (i.e. in a given season) with the situation in the same quarter in the previous year (Table 2).

This peak in the 1<sup>st</sup> quarter of 2018 applies to both vacancies on farms and vacancies in food manufacturing.

When averaged over four quarters (i.e., averaged over four seasons), the number of job vacancies and the job vacancy rate was the highest in the 1<sup>st</sup> quarter of 2018, compared to any previous four-quarter period since the Job Vacancy and Wage Rate survey started publishing data in 2015.

**Table 2. Summary: Periods of upward trend and period of historical high for job vacancies on farms and in food manufacturing firms plus job vacancy trends in major occupations related to farms and food manufacturing firms, Canada, up to 1<sup>st</sup> quarter of 2018**

	Upward trend <sup>1</sup> for:		Four-quarter moving average historical high for:	
	Number of vacancies	Vacancy rate (%)	Number of vacancies	Vacancy rate (%)
<b>Plant production farms</b>	Since 3Q2017	Since 3Q2017	1Q2018	1Q2018
<b>Animal production and aquaculture farms</b>	Since 3Q2017	Since 1Q2017	1Q2018	1Q2018
<b>Food manufacturing firms</b>	Since 3Q2016	Since 3Q2016	1Q2018	1Q2018
<b>Three farm-related occupations</b>	Since 3Q2017	(2)	1Q2018	(2)
<b>Three occupations related to food manufacturing</b>	Since 3Q2016	(2)	1Q2018	(2)

(1) The trend is determined by comparing the situation in a given quarter (i.e. in a given season) with situation in the same quarter in the previous year.

(2) The level of payroll employment, and thus the job vacancy rate, is not reported by the Job Vacancy and Wage Survey on a quarterly basis.

Source: Statistics Canada, Job Vacancy and Wage Survey.

