

INDUSTRY NEWS | PARTNERSHIP OPPORTUNITIES | SUPPORT FOR AGRICULTURE | AND MORE

AGRI WORKFORCE MATTERS

APRIL 2024

NEW POST-SECONDARY PROGRAM INCLUDES EMPLOYER PARTNERSHIP

Canadian food scientists try to make chocolate cheaper

TIPS TO MANAGE ON-FARM STRESS

Learn about our agri-business subscriber packages

How the rural infrastructure gap affects labour retention

THE AGRI-TECH TRENDS YOU NEED TO ADOPT



CAHRC-CCRHA
Canadian Agricultural Human Resource Council
Conseil canadien pour les ressources humaines en agriculture

OUR NATIONAL WORKFORCE STRATEGIC PLAN FOR AGRICULTURE AND FOOD

A National, Actionable Roadmap

Canada's agriculture and food and beverage manufacturing sectors are experiencing severe chronic labour and skills shortages while growing one of Canada's largest employment and economic sectors. A national, actionable roadmap will create the desired workforce of the future that addresses immediate labour gaps and systemic issues. The National Workforce Strategic Plan has entered its next phase of work. Over the next two years, industry stakeholders will embark on a new set of action items while continuing to amplify the great work already happening.



OUR VISION AND NEXT STEPS



Perception and Awareness of Industry and Careers

By 2030, the number of people entering the sector has increased due to positive perceptions of employment in the industry and greater awareness of the variety of occupations suited to various skill sets, the diverse communities in which careers are available and the paths to career advancement.

Understanding the perception of the industry and providing awareness of the opportunities in the agriculture and food and beverage manufacturing sectors is crucial to the growth and sustainability of the industry. The Perceptions and Awareness of Industry and Careers Working Group will amplify programs, bringing greater awareness of career opportunities in agriculture and food and beverage manufacturing to potential employees — either newcomers to Canada, members of underrepresented groups or high school and post-secondary students. The group will also work toward increasing the awareness of the importance of the sector's GDP contribution with government and other leading industry stakeholders.

CAHRC conducted perception and awareness research to investigate perceptions of job seekers who have not

traditionally considered careers in the agriculture sector. Industry stakeholders are using this information to promote the importance of the sector and have gained insight on how to better tailor messaging. Strategies for promoting work in the sector to job seekers who have had no connection to the sector have been developed.



People and Workplace Cultures

By 2030, the sector is viewed as a desired choice for work in Canada by job seekers and workers.

The People and Workplace Culture Working Group is focused on increasing recruitment of underrepresented groups to the agriculture and food and beverage manufacturing sectors. By providing a safe and healthy workplace culture, a generation of employees will desire to join the agriculture and food and beverage manufacturing sectors. As an industry that has been built on networking, it is paramount that we expand the network and invite those new to our industry in to gain expertise, knowledge and understanding on our common goal to feed people both in Canada and abroad.

This group has developed a set of resources and case studies to help outline some of the best management practices the industry is using to build the best workplace culture.



Immigration and Foreign Workers

By 2025, foreign workers are publicly recognized as a valued pillar of Canada's agriculture and food and beverage manufacturing workforce.

By 2025, Canada has publicly accepted programs to facilitate the entry of foreign workers and new Canadians into Canada's agriculture and food and beverage manufacturing sectors.

The Immigration and Temporary Foreign Worker Working Group understands the importance of temporary foreign workers to Canada's agriculture and food and beverage manufacturing workforce. The working group will address policy changes that provide employers with a streamlined approach to gaining access to the workforce while remaining competitive in the agriculture sector.

The working group conducted research to inform the development of the workforce strategy. Now, through this work, the working group will develop policy recommendations to build understanding for the importance of the TFW programs. Recommendations will also look at ensuring there are clear paths to permanent residency for those who wish to use it, as well as the need for ensuring the proper infrastructure and supports are available for both employers and employees.



Skill Development

By 2030, a National Skills Strategy ensures that the sector's workforce is appropriately skilled.

The Skill Development Working Group will develop the National Skills Strategy as a registry of the current and future skills needs of the agriculture and food and beverage manufacturing sectors.

CAHRC has conducted skills research to clarify the potential impact of technology and automation in the agriculture and food and beverage manufacturing industry on future skill requirements and labour demand. The investigation provided information that will inform skills development, training and education for the industry and ensure that workers have the right skills for employment in the industry now and in the future.

A skills inventory framework is in the final stages of development. Using the National Occupational Standards, CAHRC will outline in varying details what is required of a job. The aim is to provide this information to stakeholders, potential employees seeking job opportunities and employers looking to build job postings and develop responsibilities, as well as curriculum designers to ensure the full set of skills are covered over the course of a program.

CAHRC is also conducting research to understand the geographical location of skills, where the skills needs are and if there are skilled individuals available to fill that gap.

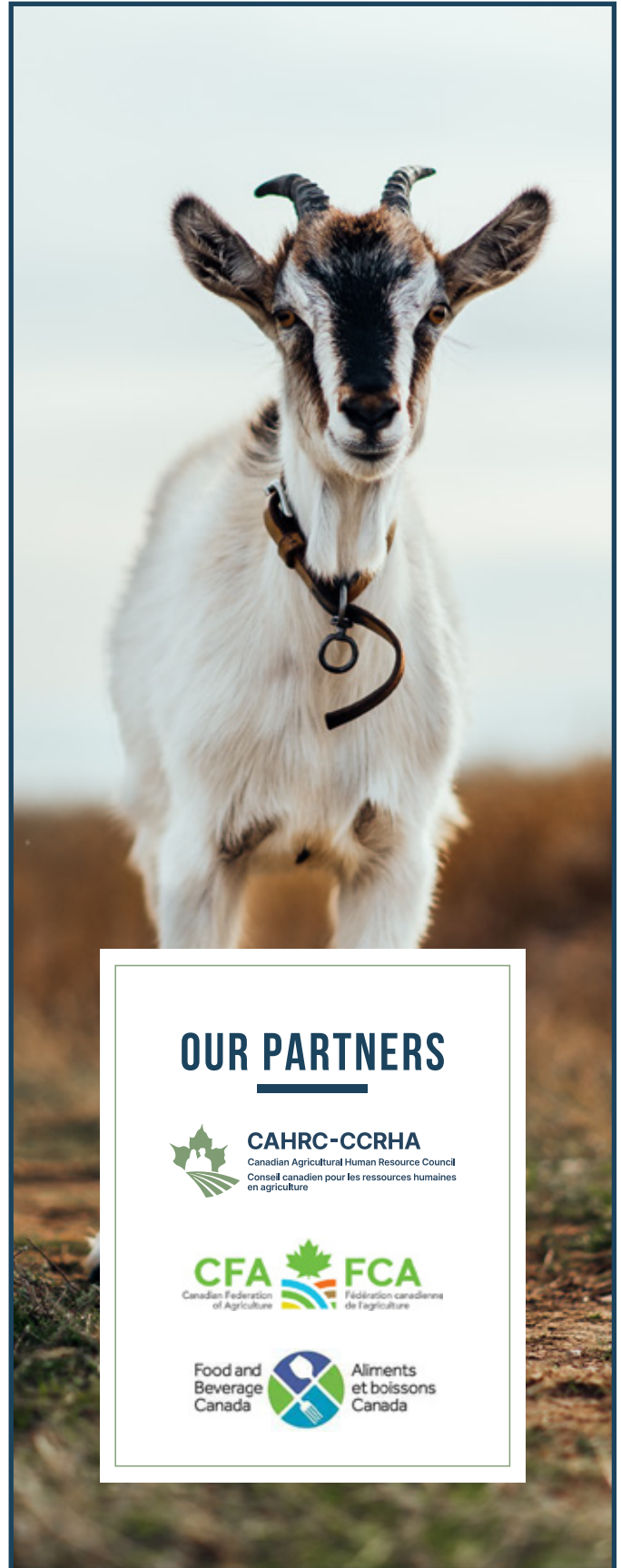


Automation and Technology

By 2030, automation and technology decreases labour demand and increases productivity and competitiveness.

The industry will see an important transition to automation and technology in each sector as it continues to experience shortages in labour. Although it is not the only answer to the falling labour supply, the Automation and Technology Working Group will understand the increase in capital investments and its correlation to labour productivity. They will also examine the need for upskilling and re-skilling due to changes in technology.

Research was conducted to investigate the capacity of members of the agriculture and food and beverage manufacturing sectors to increase their use of automation and technology. Next, the working group will investigate funding opportunities to increase the adoption of automation as well as the legal obligations and regulatory environment on automation and technology in the agriculture and food and beverage manufacturing sectors. It is important to note the increase in automation and technology, while a solution to the chronic shortage of labour, may not lead to a decreased demand for labour but could help improve the productivity and competitiveness of Canada's agricultural and food and beverage manufacturing sectors.



OUR PARTNERS



CAHRC-CCRHA
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Conseil canadien pour les ressources humaines
en agriculture



To learn more about the issues and CAHRC's plan to address them, [click here](#).

Due to reduced funding capacity to produce this publication, this issue of Agri-Workforce Matters will be available in English only.

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GET INVOLVED



613-745-7457

info@cahrc-ccrha.ca



A MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear readers,

Spring has sprung! Those on farms will be met with the familiar hustle and bustle of the season. Whether you are planting and tending to young crop life, caring for new calves or prepping land for cattle to graze, at CAHRC, we understand that sometimes it can feel like a time of endless to-do lists for workers and employers.

While I pen this letter, I want to remind you that our team at CAHRC is here to help make life easier. Related to this, we recently revamped our HR Toolkit. This resource was designed to provide employers with industry-specific guides, templates and up-to-date information on best practices to meet goals on everything from recruitment and hiring to succession planning to workplace wellness and more.

We are also committed to creating stronger ties between agri-business owners, operators and stakeholder organizations who continue to navigate the unique challenges of working in our industry. **CAHRC Connect**, an online hub for agricultural professionals, is one new initiative created to help meet this exact goal. By becoming a user of CAHRC Connect, you have direct access to experts and networking opportunities as well as access to exclusive webinars and information on emerging issues. And if you've been to any trade shows, conferences or other industry events these last few months, you may have seen me and other members of our team promoting CAHRC and the ways in which we are trying to build a stronger industry.

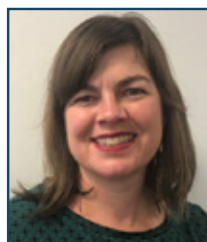
We'll be continuing to look for opportunities to connect with folks on the ground in the weeks and months ahead.

In line with our NWSP milestones to support the industry, CAHRC will release our findings on rural infrastructure research in the coming weeks. Many of you may not be surprised to learn that we have a lot of work to do to improve the rural regions of this country if we want to attract and retain a sustainable workforce throughout the industry. We've included some highlights of our report in this issue.

And a final update, as we continue to be strong on the circuit of LMI presentations, **please reach out** to our team to see how we can best serve your business, organization or association with custom data on the agri-labour market.

As you flip through the following pages, I hope that you find this issue to be enriching, but more importantly, that you are left with the feeling that there is support for you to thrive — no matter what your role in agriculture.

It continues to be a privilege to serve at the helm of CAHRC and work toward a better future for agriculture. Thank you for your support and collaboration.



All the best,

Jennifer Wright
Executive Director
**Canadian Agricultural
Human Resource Council**



ABOUT CAHRC

The Canadian Agricultural Human Resource Council (CAHRC) is a national, non-profit organization focused on addressing human resource issues facing agricultural businesses across Canada.

This means representing and supporting agriculture in all forms, from farmers and ranchers to processors, packagers, food scientists, mechanics, veterinarians and much, much more.

We offer expertise and tools that can be tailored to meet the needs of owners, operators and workers throughout the sector.

This includes:

- Up-to-date HR training
- Wage subsidy and skill development programs
- Industry networking opportunities
- 1:1 consultation
- Insight on emerging issues like succession planning, finding skilled workers and improving farm safety.

Contact us to learn more about how you can take advantage of our services.



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CAHRC'S CORNER

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CAHRC'S CORNER

STAYING CONNECTED

GET INVOLVED

Do you support CAHRC's work on the National Workforce Strategic Plan? You can help us amplify the important role of the NWSP by showcasing our supporter badge! Learn more [here](#).



INNOVATION • COLLABORATION • AWARENESS
INNOVATION • COLLABORATION • SENSIBILISATION

DATA AND RESEARCH THAT MEETS YOUR NEEDS

Did you know we offer sector- and region-specific findings on the agriculture labour market? If you are a business, association or agricultural organization looking to understand the job market based on the sector or province you represent, we've got you covered. We also provide presentations on research to ensure you too can become an expert on the issue you seek insight on. Contact us at outreach@cahrc-ccrha.ca.





THE GROWING OPPORTUNITIES PROJECT

Applications are open for the Summer 2024 phase of CAHRC's Growing Opportunities project. Businesses can access Canada's largest online campus recruiting platform and take advantage of a \$7,000 subsidy for each student they hire. Learn more and start your **application process here**.

INTRODUCING CAHRC CONNECT

Want to be part of an online community of leaders, learners and employers in agriculture? CAHRC Connect emerged from a shared vision to create a dynamic platform where agricultural professionals could come together, collaborate and drive innovation. Discover our vibrant online hub designed to empower professionals in the agricultural sector and provide tailored solutions to meet their needs. **Join now**.

CAHRC IN THE NEWS

CAHRC executive director Jennifer Wright made an inaugural appearance in Policy Options Magazine to discuss the details of the LMI report, how its recommendations are related to the National Workforce Strategic Plan and what effective policymaking looks like in action. Read it all **here**.



Subscriber Packages for Businesses

Coming Soon!

Managing and growing an agriculture operation can be difficult, but we can help.

CAHRC is launching subscriber packages as an easy way for businesses to access tailor-made services that will meet their needs.

See our list of offerings below and let us help you grow!

Premium	Business	Pro
\$750 ANNUALLY	\$1500 ANNUALLY	\$3000 ANNUALLY
<ul style="list-style-type: none"> Standard Subscription PLUS <ul style="list-style-type: none"> HR101 e-learning 2 free e-learning modules 25% off e-learning* 1 hr AgriHR Toolkit training 	<ul style="list-style-type: none"> Standard Subscription PLUS <ul style="list-style-type: none"> Supervisor Training 4 free e-learning modules 25% off e-learning* 1 hr toolkit training 5 hrs 1:1 HR Consulting 	<ul style="list-style-type: none"> Standard Subscription PLUS <ul style="list-style-type: none"> Supervisor Training HR101 e-learning 10 free e-learning modules 35% off e-learning* 10hrs 1:1 HR Consulting
Subscribe now	Subscribe now	Subscribe now

Pricing Table <small>*annually</small>	Premium	Business	Pro
	\$750	\$1500	\$3000
Agri HR Toolkit	✓	✓	✓
AgriBusiness Monthly Newsletter	✓	✓	✓
1:1 AgriHR Toolkit Infosession (1hr)	✓	✓	✓
Supervisor Training Course		✓	✓
HR 101 e-learning course	✓		✓
e-learning (EDI and/or HR)*	2	4	10
Discount to e-learning	25% off	25% off	35% off
1:1 HR Consulting		✓	✓
	savings of \$150.00	savings of \$150.00	savings of \$150.00

*HR e-learning is comprised of 7 training modules and EDI is comprised of 2 e-learning modules that are shared across courses.

Subscribe to our newsletter and be the first to know when subscriptions are available to you. Questions? Contact us at outreach@cahrc-ccrha.ca



CAHRC'S CORNER

HR TOOLKIT 2.0 IS HERE

Did you hear we've revamped the Agri HR Toolkit?

At CAHRC, we created this to be a go-to resource for employers across Canadian agriculture because we understand the unique challenges the industry faces.

At its core, the **Agri HR Toolkit** is about the people who choose to work in agriculture, providing guidance and insight for them to thrive. This is because we know a stronger workforce paves the way for a more successful future in business.

From building a business plan to understanding your next move for succession planning, attracting skilled workers and improving farm safety, the Agri HR Toolkit is an access point for every employer — no matter the size of their business or number of employees — to find the solutions that will meet their specific needs.

TAILOR-MADE SOLUTIONS FOR YOUR SUCCESS

Managing the day-to-day needs of a business is a task of its own. The Toolkit will provide employers with a one-stop access point to meet their short-term, medium-term, and long-term goals. It has industry-specific guides, legal obligations and up-to-date information on best practices in:

- Recruitment, selection and hiring
- Worker performance
- Compensation and benefits
- Workforce planning
- Succession planning
- HR policies
- Health and safety
- Workplace wellness
- Diversity and inclusion
- Foreign workers

These resources and subject-matter support are designed to be adaptable for every business so that no matter the size of an operation or number of employees, you can find solutions that are a fit for you.

KNOWING YOUR OPTIONS

Want to access the AGRI HR Toolkit today?

You can do so in the following ways:

- 1) Through a CAHRC membership
- 2) Through your association
- 3) At a flat rate

Build a better future for your business and take advantage of it now.

Questions? Reach out at hrtoolkit@cahrc-ccrha.ca – we're happy to help.



**Do you have a story that
needs to be told in the next issue
of Agri Workforce Matters?**

LET US KNOW!

**Our team can be reached at outreach@cahrc-ccrha.ca
to discuss sponsored content and other opportunities
you can take advantage of.**

CAHRC'S CORNER

TEAM SPOTLIGHT



Phyllis MacCallum has never known a life without agriculture and couldn't imagine who she would be without it.

"It shaped me into the person I am," she says. "When you are

responsible for animals on a farm at an early age, you really learn what it means to have a responsibility. You learn independence and the importance of time management. You learn to give a living thing the best care even if it doesn't belong to you."

Growing up on a cow-calf operation, MacCallum says by the time she was six or

seven, she was helping her parents manage heifer calves early in the morning and late in the afternoon. With a love of horses that subsequently blossomed after receiving one of her own, MacCallum's caretaking duties expanded to horses. But it wasn't until she began raising sheep, poultry and hogs for meat that she understood and appreciated what it means to be part of agriculture.

"This is an industry where doing the work is very much about the big picture," she says. "If you're on the farm every day, it's easy to forget this, but anyone who chooses to work in agriculture is contributing to something bigger than themselves."

Now, serving as CAHRC's Senior Program Manager for Research and Knowledge Mobilization, she feels this sentiment even more strongly. MacCallum leads work that

has been relevant to the evolution of the National Workforce Strategic Plan (NWSP) — an industry-led framework that was established to address worker vacancies across the sector.

She is also at the helm of five NWSP working groups, one group for each pillar of the strategy. And she has overseen the completion of eight research projects, which will all be used to support the next set of action items for the strategy.

“Everything is constantly evolving ... and the best part is that you continue to learn,” she says of this work. “Being able to cover HR issues across all commodities gives you a unique perspective of how the sector functions.”

MacCallum says it’s been valuable to have the background she does in agriculture, connecting with people on the ground when she represents CAHRC at trade shows, conferences and other industry events. She is also familiar with the current realities of

working in the sector, as she supports her partner raising purebred Herefords and running a livestock hauling business in addition to her work at CAHRC.

But whether it’s her personal experience in managing a business, her conversations with others in the industry or the research she deals with on the daily, MacCallum remains optimistic that the future of Canadian agriculture will be bright.

“I’ve been sitting around so many tables lately with people who want to do more for our industry, but as we put these ideas into action, we need others to understand that working in agriculture does not amount to being a farmer with a pitchfork,” she says. “We are channelling the advancement of technology and innovation. There is a place for anyone and their passion — whether that be animals, data, science or policy — and the industry is here to support their development.”





**PERCEPTION AND
AWARENESS OF
INDUSTRY AND CAREERS**





IMPROVING PERCEPTIONS WITH "WELCOME TO CANADIAN AGRICULTURE"



If you have a career in agriculture, you're likely aware that the sector needs to attract and retain more workers. At CAHRC, we regularly think about how to solve the labour and skill gap so that Canada can continue to be a trusted, world-class source of agricultural products.

There is no single solution to building a stronger workforce. However, we do know that a lot of the challenges associated with worker recruitment are rooted in outdated perceptions of agriculture and a lack of awareness of the career opportunities that exist.

CAHRC's Welcome to Canadian Agriculture program was designed with this in mind. This online, self-paced, e-learning initiative provides participants with a general overview of the agriculture sector.

Digging Into the Details

With approximately 12 hours of course material that includes access to job profiles, virtual farm tours and other interactive modules, participants will learn about:

- The opportunities available in agriculture
- The short- and long-term potential of the industry
- Careers that are favourable matches for individuals based on specific backgrounds, education, experience, previous training and language skills

Content comes in the form of virtual farm tours, interactive modules and educational

videos. This course is now available to anyone who meets the requirements.

Who Can Enroll?

Participants in this course must be:

- Legally entitled to work according to the relevant provincial and federal legislation and regulations
- A Canadian citizen, permanent resident or a person who has been granted refugee status in Canada

The Opportunities Ahead

The Government of Canada has said it plans to welcome more than 1.45 million new Canadians over the next three years. These individuals bring their own diverse skill sets, many of which are desperately needed in the agriculture sector. We know that the industry offers the chance to make an impact for those with a background or interest not just in farming but also in business, science, marketing or manufacturing.

Ultimately, this pairing presents a chance to further encourage newcomers to choose agriculture as the industry in which to pursue a career as part of their fresh start. We can help facilitate their entry into our sector with Welcome to Canadian Agriculture.

Learn more about the Welcome to Canadian Agriculture program by visiting our website or contacting us at outreach@cahrc-ccrha.ca.



NEWS

QUEBEC AIMING TO ENHANCE ITS FOOD AUTONOMY, PUBLIC PERCEPTIONS BY INCREASING GREENHOUSE PRODUCTION

Quebec aims to enhance its food autonomy by increasing local production of fruits and vegetables, with a focus on utilizing greenhouses. Researchers studied the potential production and profitability of various crops in tunnel-type greenhouses between 2021 and 2023. Their findings, presented at the seventh Greenhouse Market Gardening Conference of the Quebec Reference Center for Agriculture and Agri-Food, highlighted crops such as eggplant, zucchini and beans for summer production, while kale, Swiss chard and celery were successful in winter. Despite challenges like pest management, some crops showed promising profitability, including eggplant and celery. Diversifying

crops was emphasized as a strategy to mitigate risks and optimize greenhouse usage.

CANADIAN DOCUMENTARY AIMS TO EDUCATE PUBLIC ON WORK AND HISTORY OF WOMEN FARMERS IN B.C.'S PEACE DISTRICT

A retired farmer who lost her fight to save some of what she calls British Columbia's best farmland says an important lesson Canadians need to learn is reflected in the title of a 40-year-old documentary. "I look at this land not as being given to me by my parents but borrowed from my children." *This Borrowed Land* is being shown online for free this month as part of Perspectives From the Prairies, a year-long series of National Film Board films celebrating the 100th anniversary of *The Western Producer*.

AG JOBS — WHAT AG JOBS?

There are plenty of job titles in agriculture, including agronomist, soil scientist, livestock truck driver, veterinarian, lab technician, swine technician, grain merchant, seed sales rep and of course, agricultural journalist. There are dozens more job titles, probably hundreds.

However, a survey last year of more than 2,000 Canadians who are not connected to agriculture determined that very few people can name any of those jobs. “A majority (54 per cent) of Canadians are unable to identify a job in the agricultural industry that is not a farmer,” the Canadian Agricultural Human Resource Council said in a report on the barriers to careers in agriculture.

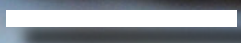
AG GROUPS WORK TO GET YOUNG PEOPLE INTERESTED IN AGRICULTURE

Tony Saint James with All Ag News was recently in Texas for this year’s Cattle Raisers Convention & Expo and found one group south of the border looking to get a start on that process. “We’ve seen a huge influx of young people in our association over the last few years —and we’ve worked at it, and we’ve worked hard,” said Jason Skaggs with the Texas and Southwestern Cattle Raisers Association. That association recently started a foundation built around young people. They hope it can help support programs to get the younger generation interested in agriculture.





PEOPLE AND WORKPLACE CULTURE





IN CONVERSATION WITH LESLEY RAE KELLY...

Lesley Rae Kelly is no stranger to agriculture. But despite growing up on a family farm in Saskatchewan, she thought her early career ambitions in business would lead her to a life under bright lights in big cities. Then somewhere along the way, she found her way back to the farm.

In addition to working on her family's 7,000 acres, producing lentils, canola and wheat, Kelly has built a brand known as High Heels & Canola Fields. She produces regular blog posts, co-hosts a podcast and attends events across the country as a motivational speaker. She is also a co-founder of the Do More Agriculture Foundation, a not-for-profit organization that is championing mental health in agriculture across Canada.

Kelly spoke with CAHRC about her path and passions in agriculture, as someone who continues to hope to make an impact in the industry.

This Q&A was condensed and edited for clarity.

Can you tell our readers a little bit about yourself, your background in agriculture and your involvement with the industry?

I grew up on a family farm where I work now with my husband and brother. During high school and university, I didn't pursue a career in agriculture or even go back to the family farm. I received my Bachelor of Commerce degree from the University of Saskatchewan and majored in Marketing. I had a plan to move to a big city and work at a large advertising agency. This was diverted when I took my first job out of university, working directly with farmers and hearing their stories. My passion was then reignited to be part of agriculture and our family farm.

My career has evolved over the last two decades since then from working as an agriculture brand and marketing manager and consultant, creating a snack food business using the barley grown on the farm, starting a blog and social media alias called High Heels & Canola Fields, advocating for farmer mental health and co-founding the

Do More Agriculture Foundation, being a director for Saskatchewan Wheat and Farm & Food Care Saskatchewan and farming full-time with my family.

What led you to become so passionate about speaking out about mental health in agriculture?

My family and I have experienced mental health challenges and living with mental illness. I went through postpartum depression after our second child was born. Then around the same time, my husband started experiencing panic attacks and high amounts of anxiety relating to farm stress. During that time, we recognized we didn't have the skills or tools to talk about our mental health, support each other and ourselves or know where to go for help.

We also didn't feel we could reach out in fear of what could happen to us personally and any impact it might have on the farm. We realized so many others were feeling and experiencing the same and the negative stigma surrounding mental health and illness. We started to share our story in hopes that it would help one person feel that they weren't alone and that it might have a ripple effect. We are thankful that our story and messages have been shared throughout the world with other farmers and those living and working in rural communities.

Over the next few weeks, on-farm work is going to pick up and be busy for a majority of people working in primary agriculture. What are some beneficial practices that help you prioritize and care for your mental health?

While eliminating stress may not be realistic during the busy seasons, there are management strategies that can be employed to reduce and relieve it. Here are a few that have helped us on our farm:

- Schedule self-care: Practicing some type of self-care each day can go a long way to filling up your mental health cup.

This could be 15 minutes of breathing or meditation, a few minutes with a book, a cup of coffee in the quiet before the family wakes up, a walk with your dog, etc. There will always be work that needs to be done, especially during the busy seasons, but prioritizing your mental health is one of the most important things a farmer and rancher can do.

- Work on getting good sleep: It can be difficult to sleep well during busy and stressful times, but sufficient rest is key to staying healthy.
- Don't forget about the necessities: Healthy food, drinking water, etc. Those are the necessities and when we don't get them we tend to feel pretty crappy. It might sound like a good idea to stay up late to get things done during the busy season, or to go through the drive-through yet again, but both of those things could end up hurting you more in the long run.
- Take breaks: Take a couple of short breaks each day to think about something other than work. Talk to a friend or family member, watch funny videos online or take a short walk. Just a few minutes of mental rest can sustain you over a long workday.
- Focus on communication: Whether you're talking to family or employees, make sure you're clear about what needs to be done. Sacrificing clear communication for the sake of time typically leads to errors and needing to redo work and can impact relationships.
- Recognize when you are overwhelmed and take action: We all know that feeling — our heartbeat quickening, our brain feeling like it is going in a million directions at once. If you are feeling overwhelmed, take a breather and correct the problem before it gets out

of control and leads to total burnout. Turn off your phone for a night to take a walk with your family, seek counselling services, meditate, go to bed early, etc.

Are there any organizations or businesses that you want to cast a spotlight on that you think are providing good resources to the ag community to improve mental health?

There are amazing people and organizations who are doing some incredible work to reduce the stigma and build and bring mental health resources across the industry. There are a variety of resources as well to help meet people where they are at in their journey and where they physically are, location-wise. We know it can be incredibly difficult to get to a resource if people are hours away. Many provinces are offering free counselling services (up to a limited number). There are also ag-specific crisis lines, peer support platforms, workshops, training, etc. All of these resources can be found at domore.ag.

What do you love most about the people who work in agriculture?

Canadian agriculture is so diverse and broad, yet when you sit down and talk with others who work in the industry, there are so many commonalities. There's the passion of working together, working with the soil and our natural resources that help produce food that so many people eat around the world. I love that the ag community rallies behind its people. When faced with unforeseen circumstances, members of the community will come together and help each other rebuild and recover. People who work in ag are examples of true-blue neighbours.

What keeps you motivated to continue to speak out and use your voice as someone influential in the industry?

My family inspires me every day, and I speak out because of my kids. I have two young boys who may want to farm when they



grow up and be part of agriculture in one capacity or another. My goal is to create positive change in our industry for them, so when they go through hard times, they feel encouraged to reach out and get the support they need and deserve. But more importantly, I want them to know there are resources that are there for them.

As you likely know, the agriculture sector is facing a worker shortage, and we need to attract more people to pursue jobs. What would you tell someone who is interested in agriculture, but doesn't know much about what it has to offer?

You can have such a fulfilling and diverse career in agriculture. When I was growing up, I thought a career in ag meant coming back to the family farm. But after having many different and unique experiences in agriculture, I've seen that the opportunities are endless, whether in finance, human resources, marketing, communications, operations, sales or technology.

Is there anything else you wish to add that you think would be important for people to know?

If people would like to connect with me, I can be reached at highheelsandcanolafields.com or High Heels & Canola Fields across social media.



BUILD THE KIND OF WORKPLACE WHERE EVERYONE REACHES THEIR POTENTIAL

In the face of a labour shortage and skill gap, the agriculture sector must consider every avenue that will allow us to build a strong workforce and stay competitive. Part of this means understanding how our businesses can attract and retain more workers who feel agri-workplaces are spaces where everyone can thrive.

This is why CAHRC created IDEA e-Learning.

IDEA stands for inclusion, diversity, equity and accessibility and has become increasingly important for employers to integrate into their workplace culture — especially as the job market becomes more competitive.

At its core, IDEA e-Learning is about providing the best environment for people who choose to work in agriculture. IDEA e-Learning is designed to be self-paced for employers in agriculture so they can access this resource while driving their business. Course materials include:

- An equity, diversity and inclusion (EDI) guide and checklist developed by experts to equip sector employers and

employees with the tools and skills needed to adopt EDI in their daily work

- Eight e-learning modules and 20 webinars, amounting to 40-plus hours of training
- A resource library with additional articles, links and books to support learning

Why Does This Matter?

Studies have shown that when a workplace is making an effort to be inclusive, employees can build stronger relationships with colleagues and have improved outcomes. This has also resulted in **reduced levels of stress**, fewer signs of **burnout** and **improvements in physical and psychological health**. The **research also tells** us employees of inclusive workplaces are 65 per cent less likely to leave their jobs, are absent from work 37 per cent less, and are 21 per cent more productive.

Let's secure the next generation of workers and make agriculture a sector where everyone is supported.

Enroll [here](#) or contact outreach@cahrc-ccrha.ca if you have additional questions.



NEWS

PRODUCERS WELCOME CHANGE TO CASH ADVANCE PROGRAM

The interest-free portion of the federal Advance Payments Program (APP) will be \$250,000 this year, much to farmers' relief. The amount had been set to drop back to \$100,000 at the end of this month after sitting at \$350,000 for 2023. Federal Agriculture Minister Lawrence MacAulay announced the change on March 25. "In the face of so many challenges, our hard-working producers continue to show their resilience and produce top-quality products for Canadians and the world," he said in a statement.

YOUTH: THE DRIVING FORCE BEHIND CANADA'S MANUFACTURING FUTURE

The food and beverage processing industry, like many other industries in the sector, is going through a transformation. A new

wave of energy, innovation and creativity is crucial to driving this change. The force that can help drive this change is our youth — the next generation of thinkers, innovators and leaders. Youth are the catalysts to propel the industry into the newly charted territories of Industry 4.0 and sustainable practices, especially in the food and beverage processing industry.

SASKATCHEWAN RESIDENT RECEIVES AWARD FOR INNOVATIVE CONTRIBUTIONS TO AGRICULTURE

Recently, the Saskatchewan Institute of Agrologists (SIA) recognized Blake Weiseth, Saskatchewan Polytechnic research chair, with the prestigious Outstanding Young Agrologist Award. This accolade is presented to a member of the institute under the age of 40 who has demonstrated exceptional service and made significant contributions in the fields of agriculture, bioresources, food or the environment.

Weiseth holds a joint role as the applied research lead at Glacier FarmMedia Discovery Farm and as a research chair with SLICE at Sask Polytech. In these roles, he spearheads groundbreaking research initiatives that push the boundaries of agricultural technology and education.

YOUNG, SKILLED AND READY TO INNOVATE, BLACK FARMERS ARE TAKING ON CANADA'S AGRICULTURAL CHALLENGES

Cheyenne Sundance is part of a growing class of Black farmers who are hoping to help teach Canadians about agriculture and change what people assume a farmer looks like. She's doing her part through her farm called Sundance Harvest, which she launched in 2019.

The business is actually more reminiscent of a hip tech startup in its early years. The farm relies on a small team of eager young people for operations. It has unusual work hours, uses social media and, just like techpreneurs, it's beholden to a fickle marketplace. For instance, the uncharacteristic warming and freezing this winter makes her work trickier than a regular office job, but worth it, Sundance says.

LISA BISHOP-SPENCER TO LEAD THE CANADIAN CENTRE FOR FOOD INTEGRITY

The Canadian Centre for Food Integrity (CCFI) has named Lisa Bishop-Spencer as its new executive director, effective March 4. Bishop-Spencer has focused her career on strategic communications, public relations and brand management within the agriculture and food industry.





DO YOU HAVE A STORY THAT NEEDS TO BE TOLD IN THE NEXT ISSUE OF AGRI WORKFORCE MATTERS?

Let us know!



**Our team can be reached at outreach@cahrc-ccrha.ca
to discuss sponsored content and other opportunities
you can take advantage of.**



IMMIGRATION AND FOREIGN WORKERS





NEWS



TEMPORARY FOREIGN WORKER GROWTH IN CANADA EXCEEDED JOB CREATION LAST YEAR

The increase in temporary foreign workers in Canada outpaced job creation in 2023, according to an analysis of Statistics Canada and Immigration, Refugees and Citizenship Canada data. During the calendar year 2023, Canada added 417,500 jobs according to Statistics Canada's Labour Force Survey. The number of work permit holders in Canada grew by 502,835 during the same period, according to datasets published in Immigration, Refugees and Citizenship Canada's Open Data Portal. In other words, the growth of temporary workers exceeded job creation by 85,335. During the same period, an additional 203,300 individuals joined the ranks of the unemployed.

AGRICULTURE WORKERS NOT MENTIONED IN TFW RULE CHANGES

Seasonal agricultural workers don't appear to be affected by adjustments to temporary foreign worker rules. The federal government recently announced that, effective May 1, some sectors would be allowed no more than 20 per cent of their workforces to be made up of temporary foreign workers (TFWs) brought in via the low-wage stream — down from 30 per cent since 2022. Those sectors are wood product manufacturing, furniture manufacturing, accommodation and food service and food manufacturing — defined as industries involved in turning agricultural products into ingredients or food items, whether for wholesale or retail, according to the North American Industry Classification System.

FEDERAL GOVERNMENT AIMING TO SHRINK TEMPORARY RESIDENTS' SHARE OF POPULATION BY 2027

Immigration Minister Marc Miller said March 21 the federal government is looking to shrink temporary residents' share of Canada's population over the next three years.

Miller said temporary residents made up 6.2 per cent of Canada's population in 2023 and the government is working to reduce that share to five per cent by 2027. That would mean a decrease in the temporary resident population of roughly 19 per cent, he said. "This is not a historical low, driving it down by 19 per cent, but it is something that has to be done well," he said.

"It's a reasonable goal, I think it's relatively ambitious, but it's something we have to crystallize over the next three years."

P.E.I. EMPLOYERS WORRIED OTTAWA'S TEMPORARY WORKER CAP WILL LEAVE THEM SHORT-STAFFED

Some P.E.I. employers worry they'll be scrambling to fill labour gaps if the federal government caps the number of temporary foreign workers in the country. Immigration Minister Marc Miller said the federal government is planning to reduce the proportion of temporary residents in Canada's population over the next three years. Temporary residents made up 6.2 per cent of Canada's population in 2023, and the government is working to reduce that share to five per cent by 2027. From seafood processing plants to restaurants, it's no secret that many Island employers have become reliant on temporary foreign workers.



**SKILL
DEVELOPMENT**



WORK-INTEGRATED LEARNING MEETS SUSTAINABLE AG IN NEW MASTERS PROGRAM

The opportunities for education and skill-building in agriculture are as vibrant as the industry itself, and one new university program is tapping into this with the future workforce in mind.

In March, the University of Guelph's Ontario Agricultural College (OAC) announced it would be adding a Master of Sustainable Agriculture to its suite of offerings. The 16-month program will cover the latest emerging trends in sustainable agriculture, economics, data analysis and agri-tech.

Students will gain career-focused skills through professional development courses. They'll also network with potential employers through a variety of industry-focused internships and on-site visits to agricultural organizations. According to John Cranfield, acting dean at OAC, the curriculum strikes a thoughtful balance between being in the classroom and

exposure to workplaces, making it a career "launch pad" for the next generation of workers.

"OAC's strong focus on experiential learning and partnerships with agricultural organizations provide students with real-world, career-focused experiences," Cranfield said.

Students who enroll in this program can specialize in plant agriculture, livestock agriculture or environmental sciences.

For plant agriculture, this could include topics in plant physiology, biogeochemistry, breeding and genetics and crop production systems. For livestock agriculture, the subject matter might consist of animal behaviour and welfare, breeding and genetics, physiology, nutrition and digital animal analytics. For environmental sciences, options range from soil sciences

and agrometeorology to integrated pest management, pollinator biology and conservation.

The Bigger Picture

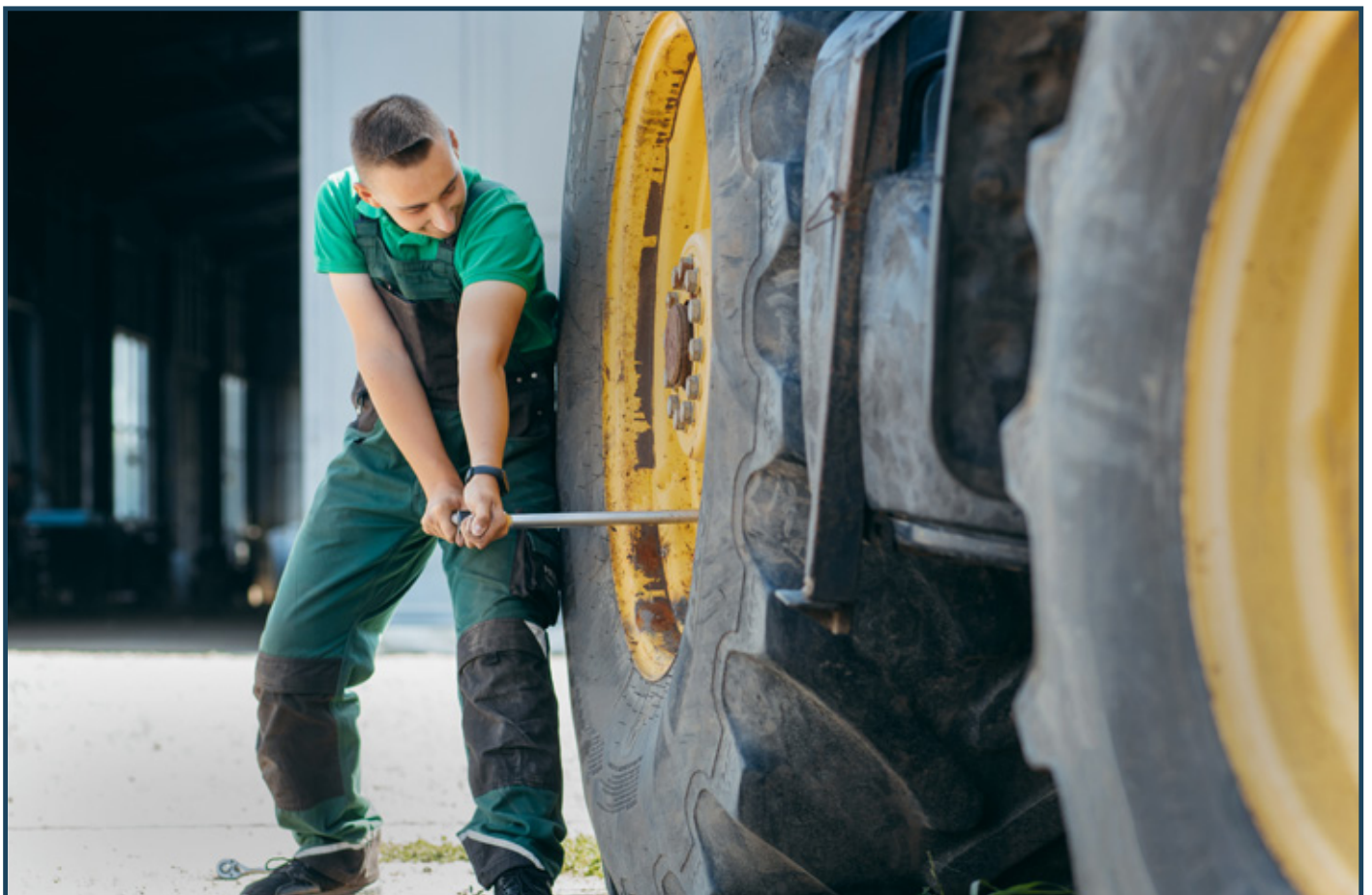
According to a report from CAHRC, there are approximately 204 work-integrated learning opportunities across 54 post-secondary institutions in Canada. Still, at a time when the agricultural industry must close its current and projected domestic labour gap, programs like U of G's Master of Sustainable Agriculture are needed to ensure the future workforce is equipped with the right skills to meet market demands.

Research also says that in the agriculture and food and beverage manufacturing sectors, there have been concerns about aligning skills with the labour market now

and into the future. When collaboration exists between employers and post-secondary institutions through programs with work-integrated learning, there is an opportunity and a higher likelihood of developing skills aligned with industry needs.

Work-integrated learning also provides students with an introduction to a potential career path while simultaneously offering employers the chance to train someone who could be part of their company's longer-term future.

Ultimately, when we think about the sustainability of the industry and the next generation of workers and employers, the application and development of skills in the workplace is non-negotiable. It is a tool we must use as Canadian agriculture remains on track to reach its full potential.





NEWS

CANADIAN UNIVERSITY RECEIVING \$475K TO SUPPORT AGRI-FOOD STARTUPS AND ENTREPRENEURS

The federal government is allocating over \$475,000 toward an innovation hub supporting agri-food startups and entrepreneurs. York University's YSpace is getting the funding and plans to use it on its new Food and Beverage Accelerator program which aims to build specialized tools and resources to combat the unique challenges faced by underrepresented groups in the consumer-packaged goods and agri-food sector.

PROVINCE OF ONTARIO INTRODUCES LEGISLATION TO MODERNIZE VETERINARY TECHNICIAN PROFESSION

Ontario introduced the Enhancing Professional Care for Animals Act March 7 in an effort to enhance access to professional animal care. If passed, the government said in a release, the legislation would pave the way to formalizing the broad scope of practice for veterinary technicians that could result in an expanded role. It said the legislation would also streamline the complaints-resolution process and increase penalties for actions that intentionally harm an animal.

NATIONAL HOG RESEARCH FIRM GETS \$10.6 MILLION IN FEDERAL FUNDS

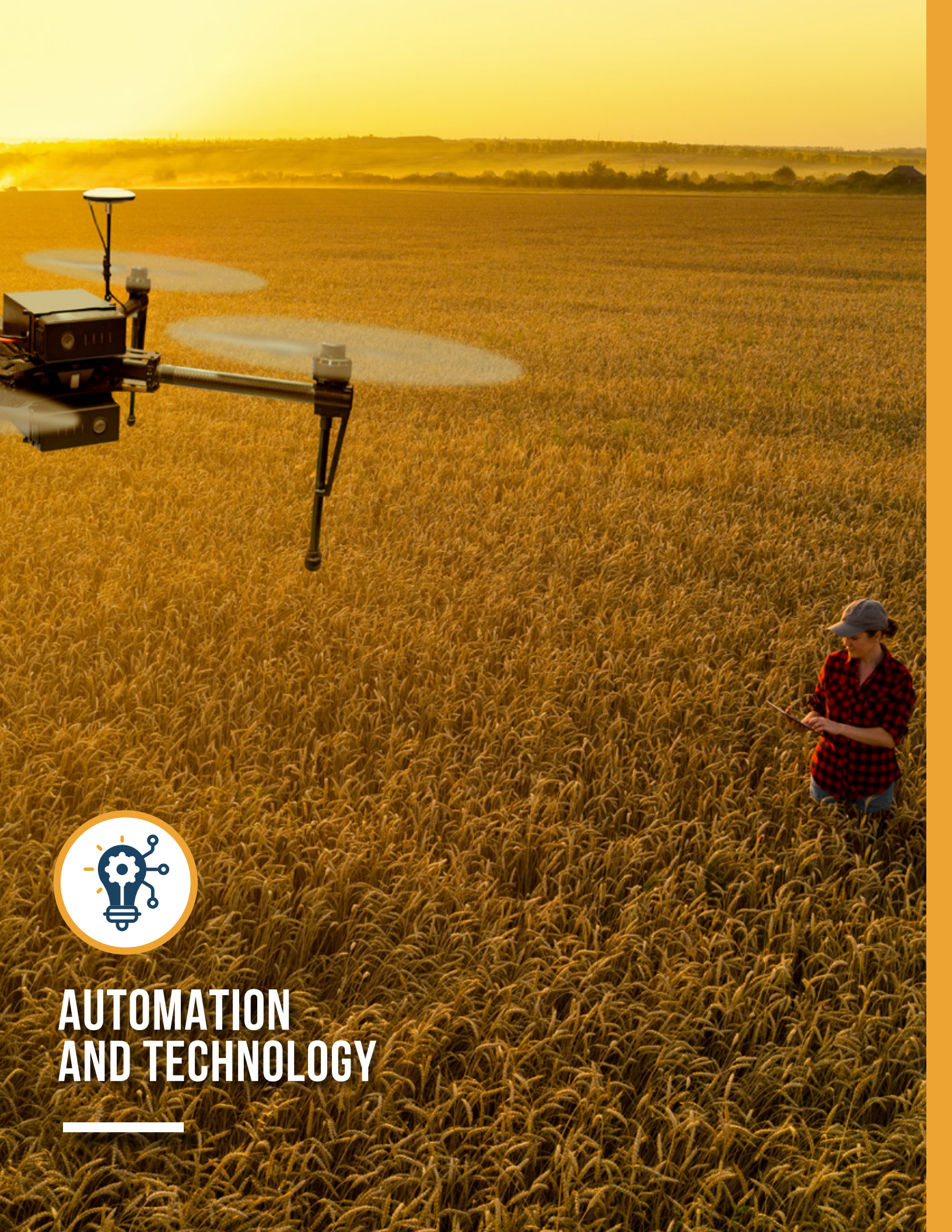
The federal government has pledged up to \$10.6 million for hog sector research. Through this substantial investment, Swine Innovation Porc (SIP) and other partners can spearhead the research needed to deliver science-based solutions for the benefit of Canadian pork producers, processors and exporters. SIP is a research and development non-profit with members including the Canadian Pork Council and provincial hog groups. In a news release, SIP said that it would spend up to \$20.1 million in combined government and industry funding over the next five years on the sector's research priorities. These include climate change and the environment, sector resilience and knowledge transfer.

CANADA'S OCEAN SUPERCLUSTER LOOKS TO DRIVE SKILL AND MARKET DEVELOPMENT IN AQUACULTURE WITH NEW INVESTMENTS

A national agency dedicated to the ocean economy says sustainable aquaculture and wild fisheries applying circular economy solutions will play a central role in growing Canada's seafood sector to \$25 billion by 2035.

Canada's Ocean Supercluster (OSC) launched its 2024 Sustainable Seafood Call for Proposals yesterday to build momentum. The Sustainable Seafood 2024 call will support innovations across a broad range of sector operations and deliver new value-creation opportunities for Canada's seafood sector. The initiative aims to not only streamline operations but also to introduce new seafood species to the market and support seafood processing in Canada.





AUTOMATION AND TECHNOLOGY



THE STATE OF INFRASTRUCTURE IN RURAL CANADA

We depend on reliable rail systems, strong bridges, well-maintained roads and robust storage facilities to ensure agricultural commodities reach their final destination. These needs are made obvious when a key infrastructure link in the supply chain breaks down — the impacts are felt almost immediately. But when we think about what is required to build a stronger workforce for the future, the infrastructure that fosters strong communities and attracts people to agricultural regions — like access to healthcare, child care and affordable housing — is just as important.

At CAHRC, we examined the state of infrastructure across the country, specifically in rural Canada, and sought to understand what improvements are needed to help grow the workforce. Our recent research focuses on five major categories against a backdrop of technological advancements, a changing climate, an aging population in rural Canada and a rapid trend toward urbanization.

WHAT WE KNOW

Canadians are living amidst an infrastructure deficit. Governments should be spending roughly \$2 billion per year more than what they currently are to maintain adequate levels of quality and accessible infrastructure. However, in rural Canada, where regions receive about \$115 less per capita than urban areas, there are specific gaps in transportation, housing, broadband and cellular coverage, utilities and social infrastructure that pose a risk to the long- and short-term economic well-being of agricultural businesses.

In general, there is a lack of specificity and appropriate funding for rural priorities. Agricultural businesses may be spread out across the country and their operations may greatly differ, but there are commonalities in the infrastructure they need to support themselves and their workers. The needs of a greenhouse in Ontario may seem very different from those of a dairy farm in Quebec or an

oilseed farm in Saskatchewan or even a salmon processing facility in British Columbia. However, they all need skilled workers and the infrastructure that those workers and their families require to live full, healthy lives.

Here are the highlights when it comes to the current state of rural infrastructure.

ON TRANSPORTATION

The poor state of roads in Canada has the potential to increase costs for businesses and reduce their ability to engage with local economies.

- Sixteen per cent of all Canadian roads are in poor or very poor condition.
- Twelve per cent of bridges and tunnels are in poor or very poor condition.
- Sixteen per cent of roads and tracks for public transit are in poor or very poor condition.
- Only 20 per cent of road assets were constructed in the last 20 years.
- Annual new construction of roads in the last few years has only accounted for repairing or increasing four per cent of the road network.
- Bridges located in urban areas are generally in better condition than those in rural areas.

Public transit is also a concern.

- The quality of buses for public transit has declined across the country, but more so in Saskatchewan and British Columbia, where the percentage of buses rated as poor or very poor in 2020 rose to 21 per cent and 13 per cent respectively.

And there is a need for the repair and replacement of rail stock for the transport of both commodities and people.

- Many grain farmers and distributors, especially in Alberta, regularly face late

penalties for distribution delays due to problems with freight transportation.

- Policymakers have focused on urban light rail, which has reduced rail car condition and quality — more than 35 per cent of Quebec's trains are rated as being in poor or very poor condition, while roughly 30 per cent of British Columbia's trains are rated as being in poor or very poor condition.

ON HOUSING

There is a major gap in the amount of available rural housing compared to urban and suburban areas. This has implications for attracting people to regions where agriculture businesses are in need of workers. If the right housing is not available for prospective employees of businesses in rural communities, there is less incentive for them to choose to work there.

- For every six suitable private housing units in urban areas, there is only one in rural areas, despite rural areas having over 30 per cent of the population.
- Twenty-four per cent of rural residents are unable to find affordable housing of sufficient quality, which is more than double the rate for urban and suburban Canadians.
- ▶ Private housing for purchase comprises the majority of housing available in rural communities, which is not accessible or supportive to newcomers, young people or businesses needing to house temporary foreign workers.
- Much of the spending being undertaken in rural areas is on repair and maintenance of existing buildings (53 per cent) rather than constructing or expanding the housing stock (42 per cent).

ON BROADBAND AND CELLULAR

In rural regions throughout the country, there are higher rates of inaccessibility and lingering concerns of affordability across the country. This has an impact on businesses' ability to adapt to advancements in technology and automation. It also diminishes quality of life and connectivity for residents who have limited access.

- Urban areas have a 100 per cent cellular coverage rate in contrast to rural and remote areas, which have a coverage rate of 96.3 per cent.
- Only 59.5 per cent of households in rural and remote areas have access to the target speed for high-speed internet, compared to 90.9 per cent across Canada.
- High-speed internet coverage is the lowest in the territories (43 per cent on average) as well as Newfoundland and Labrador (77.8 per cent), Saskatchewan (81.5 per cent) and Manitoba (83.1 per cent). Quebec is the only province that has achieved full coverage thus far.
- In Alberta, while 89.4 per cent of people have access to reliable high-speed internet, 67 per cent of rural residents do not.

ON UTILITIES

Access to water, sanitation and stormwater infrastructure remains a relatively isolated

issue for specific communities. There are concerns about aging and degrading infrastructure and overall weaknesses in rural water systems, in particular, and how they will hold up to a changing climate. For businesses that rely heavily on irrigation, this is problematic.

- Between 2010 and 2021, boil-water advisories due to the detection of bacteria decreased, but the percentage of advisories issued due to equipment and process-related issues increased.
- In 2021, 89 per cent of boil-water advisories were issued for small rural communities.

Energy poverty is an issue that affects people across Canada, but rural households are more likely to experience some form of energy poverty. This is a gap that limits the growth of business but also has the potential to deter prospective workers.

- 178 remote communities are currently not connected to either the electricity grid or natural gas.
- In 2019, around 29.3 per cent of rural households experienced high energy costs, which were greater than six per cent of after-tax income.
- Energy poverty is currently the most prevalent in Atlantic Canada. In Prince Edward Island specifically, around 41 per cent of households struggle with high energy costs.



ON HEALTHCARE AND SOCIAL SERVICES

The availability of child-care spaces remains a concern in Canada, with almost half of Canadian children below kindergarten age living in so-called ‘child-care deserts.’ A child-care desert is defined as an area with more than three children for each licensed child-care space. The issue of child-care deserts is particularly pronounced for families and children in rural areas and small towns.

- In Saskatchewan, around 92 per cent of children live in child-care deserts across the province, compared to rural areas, where that rate is 100 per cent.
- In Manitoba, the provincial number is 76 per cent, compared to 97 per cent in rural areas.
- In Alberta, 61 per cent of children overall live in child-care deserts, compared to 99 per cent in rural areas.
- In Newfoundland and Labrador, the provincial number is 79 per cent, compared to 100 per cent in rural areas.
- In Nova Scotia, the provincial number is at 47 per cent, compared to 61 per cent in rural Nova Scotia.
- In New Brunswick, the overall provincial average is 29 per cent, compared to 52 per cent in rural areas.

Rural Canadians face more challenges in accessing healthcare compared to urban populations, and they have poorer health outcomes when accessing healthcare.

- About 18 per cent of Canadians live in rural areas, but they are served by only eight per cent of physicians practicing in Canada and by just 11.8 per cent of regulated nurses in Canada.

Rural areas tend to have fewer healthcare facilities that require many people to travel long distances. Simultaneously, many rural areas tend to have few transportation options, which acts as a major barrier to accessing healthcare.

THE PATH FORWARD

Our report makes a number of recommendations in the spirit of driving workforce growth throughout rural Canada, where agriculture businesses are predominantly placed:

1. Municipalities should have greater control over the planning and design of infrastructure projects with provincial financing.
2. Provinces should invest in building social, affordable housing for renters in rural areas.
3. Provincial and federal governments, in order to ensure rural areas have universal cellular and broadband coverage, should continue to collaborate on CRTC speed standards as well as the Connecting Families Initiative.
4. Provinces should implement construction-ready child-care and elder-care projects to reduce service deserts in rural areas.
5. Provinces should provide affordable services like virtual and/or in-home care services and improve their understanding of specific health needs through data collection.
6. Provincial governments should incentivize workers in social infrastructure to work and live in rural areas.
7. Businesses should explore how they can offer reliable, accessible transit options either privately or with local municipal government so that workers are able to easily and affordably get to and from their workplaces in rural regions.

As these recommendations suggest, the solutions are multi-faceted and require collaborative efforts. Would you like to know more about our infrastructure research? Do you have questions about specific findings or other work related to the National Workforce Strategic Plan? Contact info@cahrc-chrca.ca.



NEWS

CHOCOLATE PRICES ARE SOARING. NEW TECHNOLOGY COULD HELP, SAYS U OF G FOOD SCIENTIST

The cost of chocolate is set to soar in the coming years, economists say. But a University of Guelph food scientist says he and colleagues are working on solutions. Dr. Alejandro Marangoni is a professor in the Department of Food Science and the Canada Research Chair in Food, Health and Aging. He researches the development of new structured emulsions to take the place of trans fats, saturated fats and palm oil in foods.

Marangoni notes the cost of chocolate is rising because of long-term shortages of cocoa beans in West Africa, where the majority of the world's cocoa is grown. Extreme weather and climate change in those regions have led to crop failures of cacao trees. One of the solutions his research team is developing to alleviate the price associated with this includes the

transformation of industrial chocolate production. This involves eliminating multi-step “tempering,” a costly and lengthy process of repeatedly heating and cooling melted chocolate in large machines to create the ideal structure.

THIS CALGARY COMPANY RECYCLES CLEAN WATER FROM CATTLE AND PIG MANURE

A Calgary-based company, Livestock Water Recycling, offers a solution to transform livestock manure into clean water suitable for irrigating crops. Their technology separates solid and liquid components from animal waste, reducing the risk of contaminating water bodies with discharge. The company notes an uptick in demand for services, driven by persistent drought conditions in North America. A researcher at Dalhousie University acknowledges the environmental benefits of such technology, emphasizing the need for sustainable waste management practices in agriculture. The system also enables farmers to save on fuel costs

by concentrating nutrients in solid form, facilitating transportation to distant fields. However, while beneficial, the initial investment for such technology can be substantial. As drought persists in Alberta, with many river basins reporting serious water shortages, innovative solutions like Livestock Water Recycling offer hope for more efficient water use in agriculture.

TECHNOLOGY IS AT THE SERVICE OF ANIMAL WELFARE ON THIS QUEBEC DAIRY FARM

In Saint-Victor en Beauce, a dairy farm is embracing innovative farming practices to prioritize the well-being of its cows. Each cow wears a microchip collar and moves freely in a barn equipped with water mattresses for resting, automatic temperature control and natural light. Milking is facilitated by robots that not only collect milk but also monitor the cows' health. With a focus on allowing natural behaviours and socialization, the farm exemplifies a shift toward animal welfare. These advancements not only enhance the cows' quality of life but also contribute to increased productivity, demonstrating the symbiotic relationship between animal well-being and farm profitability.

MANUFACTURERS WORK TO CREATE INTELLIGENT TRACTOR-IMPLEMENT CONNECTION

As autonomy gains a greater foothold in field operations, machinery manufacturers are now working to implant that farmer intelligence in both tractors and their implements, allowing them to share information, solve problems and get the job done. In this report from Agritechnica 23, RealAgriculture's Shaun Haney and CLAAS head of technology management, Christoph Molitor, discuss how three manufacturers

— CLAAS, AgXeed and Amazone — are collaborating to connect ag machinery intelligence by establishing the first multi-manufacturer autonomy group. Simply named 3A (Advanced Automation & Autonomy), the group aims to accelerate the development, standardization and market introduction of semi- and fully autonomous tractor-implement combinations through their combined expertise.

GROWING UP: FOUR AGRI-TECH TRENDS TO ADOPT

Technology is rapidly reshaping agriculture, helping address urgent challenges in an increasingly food-insecure world. Over the past few decades, agriculture has advanced light years from relying on the manual processes of traditional farming. Fusing with technology to become agri-tech or ag-tech, the sector has embraced innovation to not only increase efficiency and productivity but also pave the way for sustainable farming practices. Alberta Innovates breaks down four big trends across the industry.

AQUACULTURE TECH COMPANIES SHOWCASE INNOVATIONS TO CANADIAN MPS

Some of world's top aquaculture technology companies provided MPs in Ottawa with a first-hand look at their technological innovations.

The showcase was held at the B.C Salmon Farming Innovation Breakfast organised by the Canadian Aquaculture Industry Alliance (CAIA). This event allows companies to engage with parliamentarians in constructive dialogue with a focus on sustainability, environmental stewardship, and technological developments. In attendance were representatives from Poseidon Ocean Systems Ltd, Stingray Marine Solutions AS and Innovasea.

AROUND TOWN

We've got our fingers on the pulse of all events in Canadian agriculture, so you don't have to.

LES PERSPECTIVES AGROALIMENTAIRES 2024:
APRIL 23

NATIONAL HOLSTEIN CONVENTION:
APRIL 24-25

2024 AGRI TECH VENTURE FORUM:
MAY 1-2

HALAL EXPO CANADA:
MAY 8-9

ANIMAL NUTRITION CONFERENCE OF CANADA:
MAY 14-16

SIAL-NORTH AMERICAN AGRI-FOOD BUSINESS ACCELERATOR:
MAY 15-17

GROW UP CONFERENCE:
MAY 27-29

FUTURE NOW EXPO:
MAY 29-30

MEATEX CANADA:
JUNE 5-7

MANITOBA SUMMER FAIR:
JUNE 5-9

CANADIAN POULTRY & EGG PROCESSORS AGM:
JUNE 9-11

CANADIAN SOCIETY FOR SOIL SCIENCE ANNUAL CONFERENCE:
JUNE 9-13



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