

CAHRC
Canadian Agricultural
Human Resource Council



CCRHA
Conseil canadien pour
les ressources humaines
en agriculture

BENCHMARKING AGRICULTURAL COMPENSATION: **API CULTURE INDUSTRY**





Overview

To ensure human capital success in our sector, the Canadian Agricultural Human Resource Council recently partnered with agricultural talent solutions experts AgCareers.com to gather compensation insights, salary benchmarking and market research. The highly competitive nature of the talent marketplace across Canada has become an increasingly difficult landscape for agricultural producers to navigate. This salary survey and human resource benchmarking initiative equips producers with relevant and practical data resources to better compete in today's workplace.

Industry Key Findings

- For the apiculture industry, 62.5 per cent of producers offered housing assistance to employees and was the most common benefit offered by the industry.
- Health coverage was offered by 48 per cent of producers.
- Over half of apiculture producers offered transportation assistance to their employees.
- Spot bonuses were the most popular type of bonus for 28 per cent of producers. These bonuses are given “on the spot” for a job well done.



Wage Analysis

Apiculture industry wage data was collected from 26 industry participants and 224 employees. Provinces represented were Alberta, Manitoba and Saskatchewan. Wages were commensurate with skills and experience, with Farm Manager roles paid the highest, followed by Farm Supervisors, Farm Workers and Farm Labourers. Three producers reported wage information for an Apiary/Apiarist Technician with a weighted average of \$21.77 per hour.

Job Title	Industry	Weighted Average	25th Percentile	Median	75th Percentile
Farm Manager	Apiculture	\$29.56	\$22.75	\$30.00	\$36.00
Farm Supervisor	Apiculture	\$22.77	\$18.00	\$23.00	\$27.00
Farm Worker	Apiculture	\$18.72	\$17.00	\$18.00	\$20.00
Farm Labourer	Apiculture	\$16.60	\$16.00	\$16.50	\$17.45
Apiary/Apiarist Technician	Apiculture	\$21.77	-	-	-



Wage Analysis Key Definitions

Definition of Key Terms	
No. of Organizations	The number of contributing organizations for the complete data set.
No. of Employees	The number of employees included in the data set.
Weighted Average	Weighted company average is each company's simple company average times the number of company incumbents over the total number of incumbents.
25th Percentile	The 25th percentile represents what the bottom 25 per cent of companies would pay for the selected benchmark position. For the data set, 25 per cent would pay below this point and 75 per cent would pay above this data point.
Median	The median, or 50th percentile, represents the middle data point of what companies pay for a selected benchmark position.
75th Percentile	The 75th percentile represents what the bottom 75 per cent of companies would pay for the selected benchmark position. For the data set, 75 per cent would pay below this point and 25 per cent would pay above this data point.



Non-Monetary Benefits

Producers across the apiculture industry were asked to share details about their medical plans, employee assistance programs and other employee programs and supports. A total of 24 producers completed this portion of the survey.

Medical Benefits

Health Insurance

Forty-eight per cent of apiculture producers reported offering health insurance. For 40 per cent of producers, this benefit was offered to employees only. Twenty-eight per cent of employers who provided health insurance offered this benefit to both full-time and part-time employees.

Health insurance offered by surveyed apiculture producers

Type of Coverage Offered	Employee-Only Health Coverage	Family Plan Health Coverage	Both Employee and Family Coverage	Do Not Offer Coverage
Percentage Covered	40%	0%	8%	52%
Employee Type Covered	All Employees (Full-time, Part-time)	Permanent Full-time Employees	Permanent Part-time Employees	Do Not Offer Coverage
Percentage Covered	28%	16%	0%	56%



Dental Insurance

Eighty-eight per cent of apiculture producers stated they did not provide dental insurance. While eight per cent offered dental coverage for both employees and their families, 13 per cent provided it only to permanent full-time employees.

Dental insurance offered by surveyed apiculture producers

Type of Coverage Offered	Employee-Only Health Coverage	Family Plan Health Coverage	Both Employee and Family Coverage	Do Not Offer Coverage
Percentage Covered	4%	0%	8%	88%
Employee Type Covered	All Employees (Full-time, Part-time)	Permanent Full-time Employees	Permanent Part-time Employees	Do Not Offer Coverage
Percentage Covered	4%	13%	0%	83%



Vision Insurance

Vision insurance was not commonly offered. However, for those employers who did provide vision insurance, it was offered through an employee and family plan mostly to permanent full-time employees.

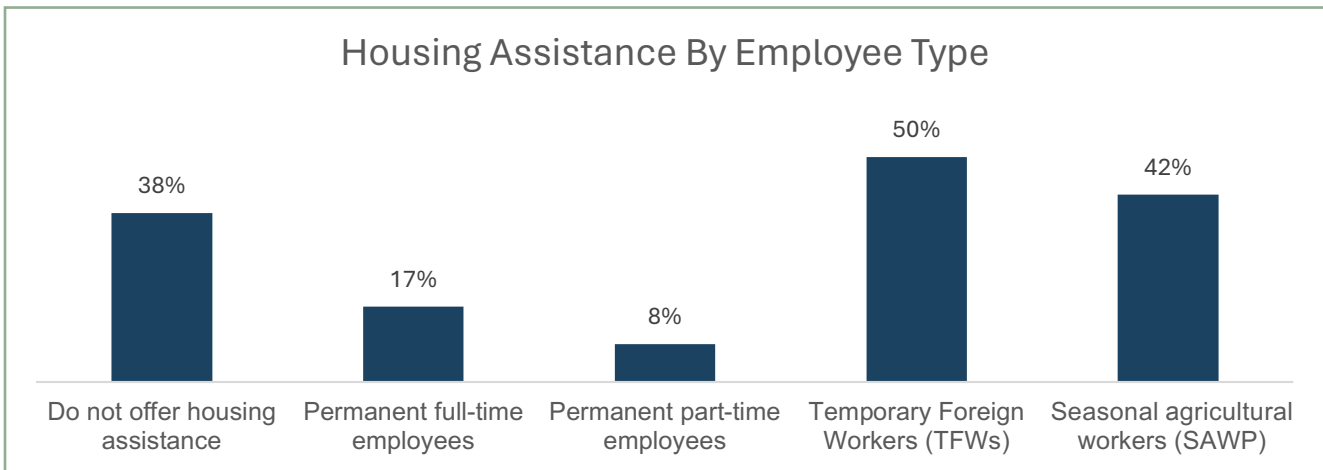
Vision insurance offered by surveyed apiculture producers

Type of Coverage Offered	Employee-Only Health Coverage	Family Plan Health Coverage	Both Employee and Family Coverage	Do Not Offer Coverage
Percentage Covered	0%	0%	8%	92%
Employee Type Covered	All Employees (Full-time, Part-time)	Permanent Full-time Employees	Permanent Part-time Employees	Do Not Offer Coverage
Percentage Covered	4%	8%	0%	88%

Allowances

Housing Assistance

Housing assistance can be an attractive benefit as it can ease the serious challenge of finding the labour necessary to perform farm operations. For the apiculture industry, 62 per cent of producers reported offering housing assistance. In the apiculture industry, Temporary Foreign Workers (TFWs) received this benefit as required by law, which was followed closely by employees hired through the Seasonal Agricultural Worker Program (SAWP).

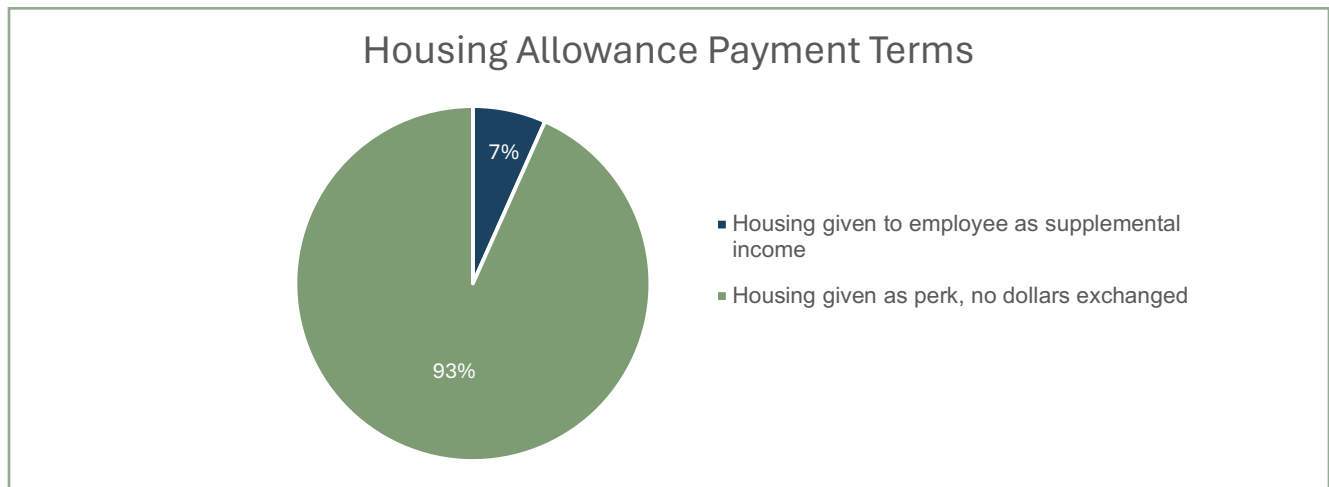


**Percentages do not total 100 per cent as respondents were allowed to select multiple responses. Results are calculated by dividing the number of responses by respondents.*



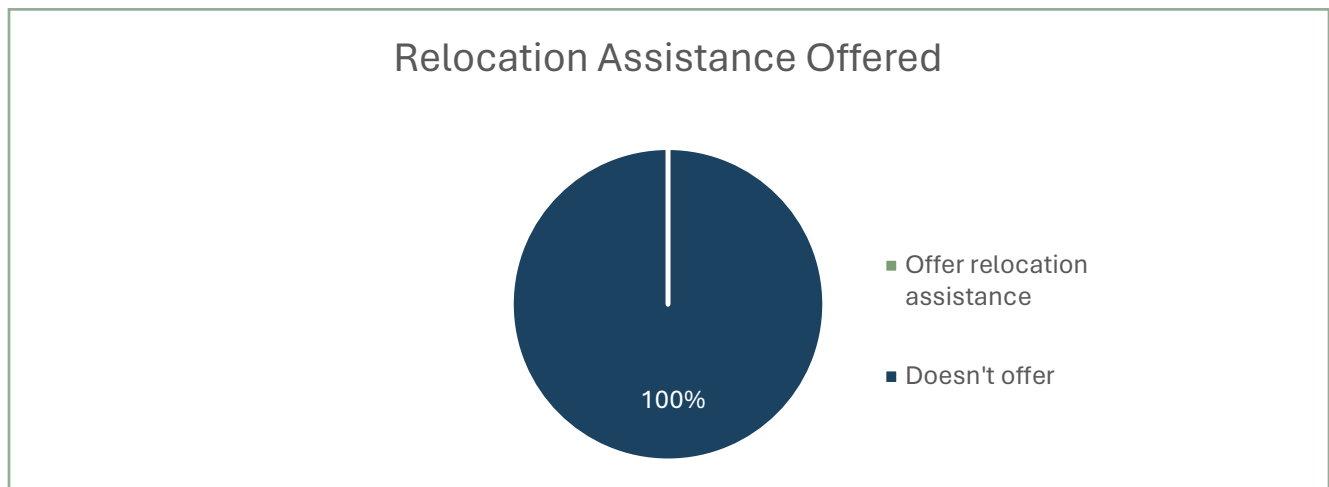
Housing Allowance Payment Terms

Of the producers who indicated they offered housing assistance, only seven per cent provided this benefit as supplemental income, while 93 per cent offered the benefit without an exchange of money. Specific housing allowance amounts were not reported by apiculture participants. The industry median reported by all survey participants was \$500 per month.



Relocation Assistance

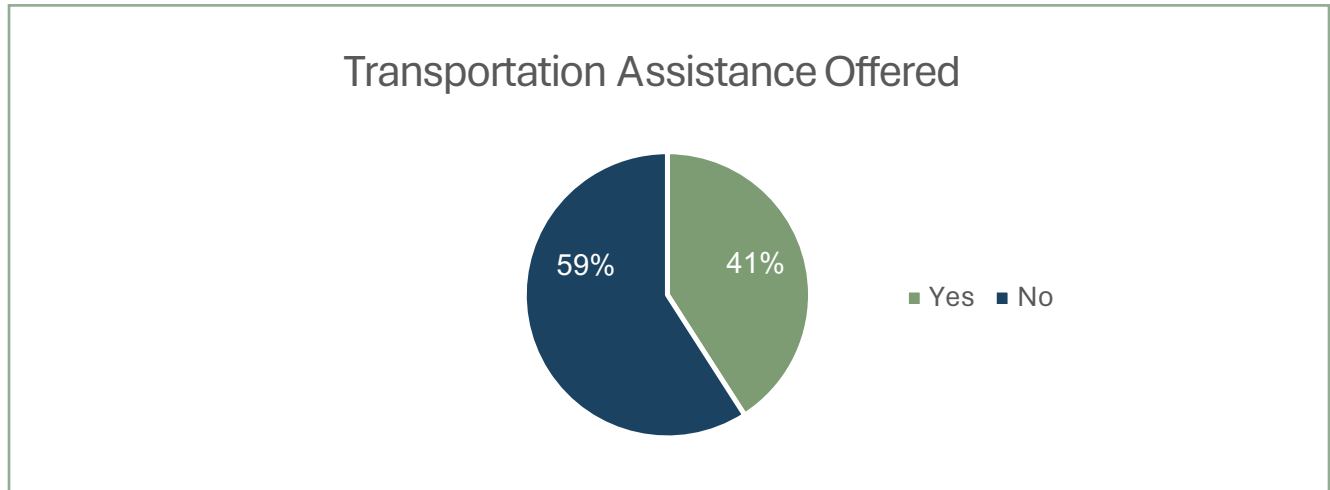
Relocation assistance can reduce the burden of moving for employees. Specific to the apiculture industry, no producers offer this benefit, compared to an average of \$2,030 per employee that was provided for all other surveyed industries.





Transportation Assistance

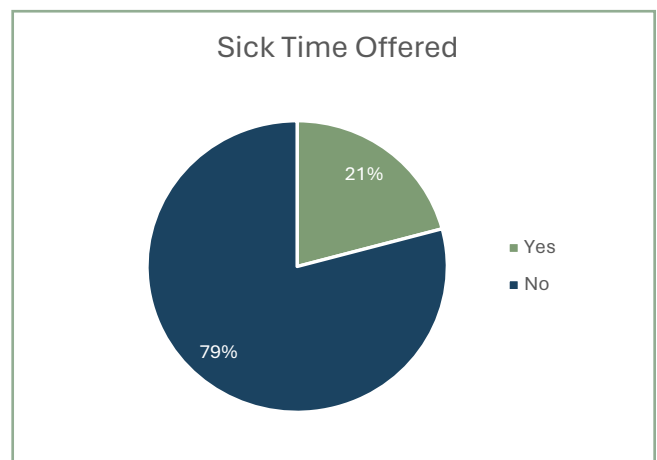
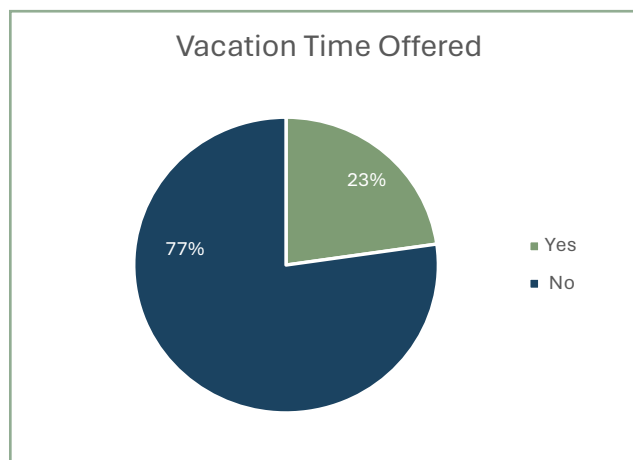
Transportation to and from farming operations can be a barrier for potential employees. Employers who can provide a safe and reliable mode of transportation to and from work may see an increase in employee retention. Less than half of apiculture producers offered transportation assistance to their employees.



Time Away

Providing employees with time away can be essential to ensuring they can properly recover from sickness, as well as have opportunities to take a break by having personal time. Twenty-three per cent of surveyed apiculture producers provided their employees with vacation, while 21 per cent provided sick time. Employees with one year of service received an average of 11 days of vacation per year and six sick days.

Vacation and Sick Time

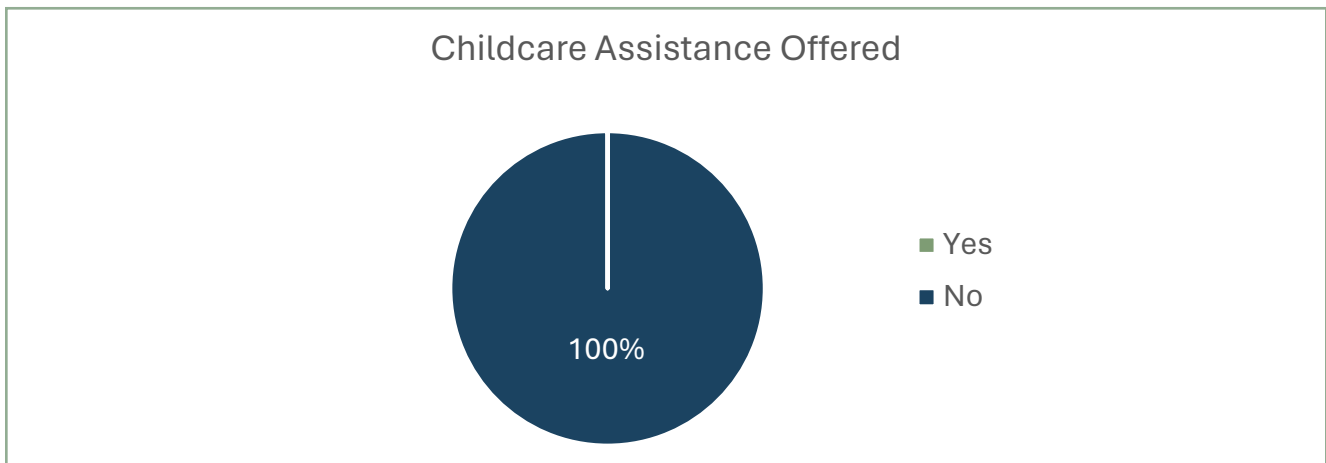




Employee Programs and Support

Childcare Assistance

While the demographics of each farm may vary, for those employees with children, childcare assistance can provide relief for those who need support. No producers in the apiculture industry indicated they offered childcare assistance for employees.



Employee Assistance Programs

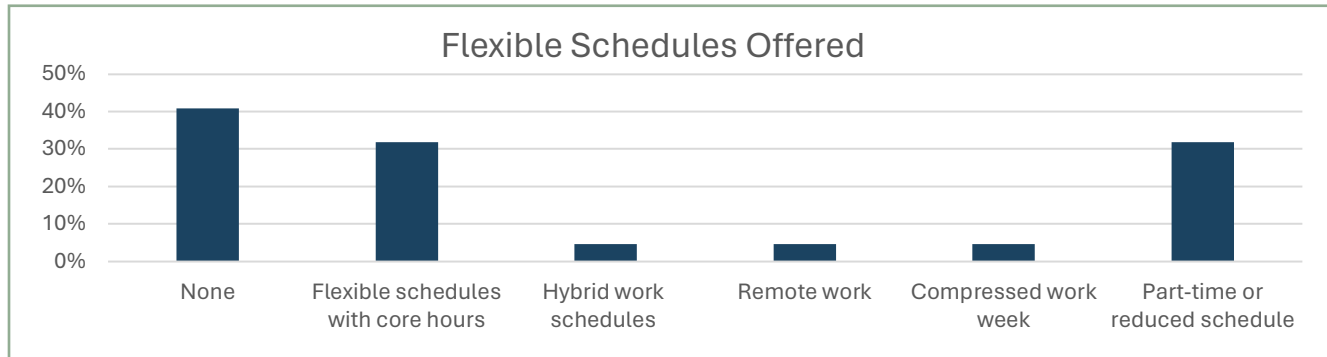
Employee assistance programs, such as counselling services, can be beneficial in helping employees who need assistance with personal problems or issues. No producers in the apiculture industry indicated they offered access to employee assistance programs.





Flexible Schedules

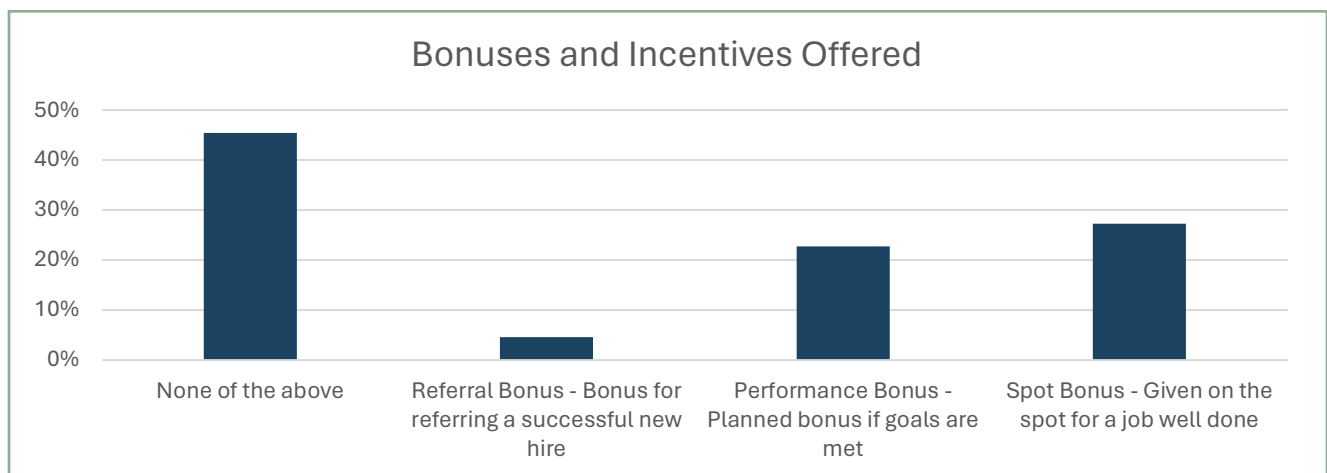
Flexible schedules can be challenging for producers to offer as farming operations run 24 hours a day, 365 days a year. However, 32 per cent of apiculture producers were more likely to offer a flexible schedule with core hours or a part-time or reduced schedule.



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Bonuses and Incentives

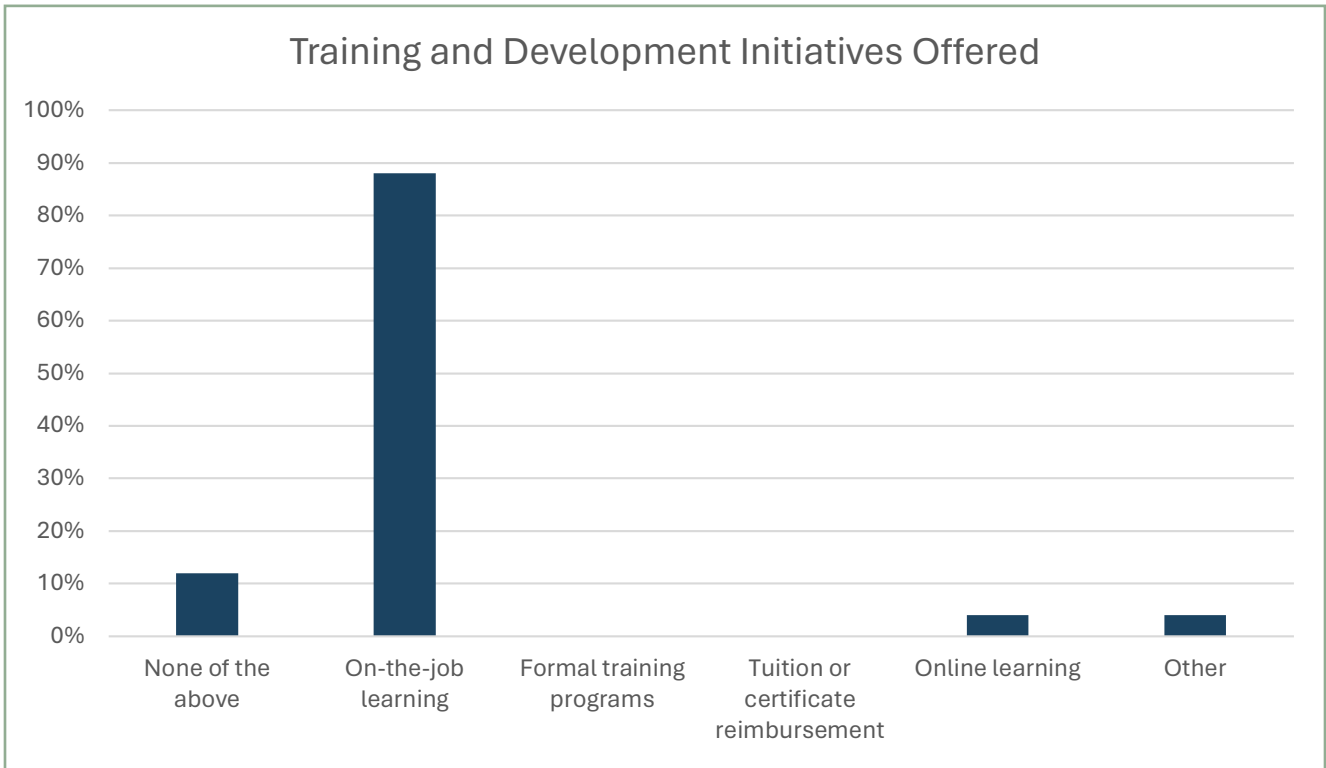
Bonuses and incentives can be a powerful motivator for employees and can also reinforce positive behaviour. For the apiculture industry, “spot bonuses” were the most popular type of bonus offered. This type of bonus acknowledges employees “on the spot” for a job well done. While bonuses and incentives can increase performance and motivate employees, 45 per cent of apiculture producers did not offer this benefit.



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Training and Development Initiatives

Training and development can help attract and retain employees by helping build employees’ skills and knowledge. Eighty-eight per cent of apiculture producers cited on-the-job learning as their most common training and development initiative.



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About the Research

The Canadian Agricultural Human Resource Council partnered with AgCareers.com, agricultural talent solutions experts, to provide compensation insights, salary benchmarking and market research to ensure human capital success in our industry.

Methodology

In collaboration with the Canadian Agricultural Human Resource Council, AgCareers.com developed an understanding of the immediate compensation data needs of producers.

The following roles were identified as those most needed for labour market benchmarking:

- Farm Manager
- Farm Supervisor
- Farm Labourer
- Farm Worker
- Specialty Roles

The apiculture industry was identified as one of the target markets for data collection. A survey was created to collect data on both monetary and non-monetary compensation factors for these commodity types by role. Producers were surveyed during the period of February 19 – March 17, 2024. The survey was also structured to capture demographics including province, number of employees and employer size.

To encourage producer participation, the survey was promoted nationally to CAHRC members, AgCareers.com industry contacts and through multiple social media channels. Producers anonymously submitted employee-level record data benchmarked individually to each role target. The collected data was then validated and analyzed using a specialized compensation platform to aggregate and report statistically relevant data. Monetary and non-monetary results were collated and reported into both compensation benchmark reports and executive summary formats.

For more information about the Agricultural Producers Compensation Benchmark Review please see the [Executive Summary](#).



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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. CAHRC works with industry leaders, governments and educational stakeholders to research, develop and communicate solutions to the challenges in employment and skills development in primary agriculture.

The Council represents farming in all its forms: raising traditional and non-traditional livestock; producing, cultivating, growing, harvesting or collecting conventional and non-conventional agriculture commodities; and any practices performed as an integral part of an agricultural operation. For more information, visit www.cahrc-ccrha.ca.

About AgCareers.com

The AgCareers.com mission is to provide global talent solutions in agriculture and food. They strive to “Feed the World with Talent” in the industries they serve. AgCareers.com’s passion is agriculture, demonstrated through their investment in time and resources that engage candidates and employers in the industry. They work to build the pipeline of talent to the industry by expanding knowledge about the breadth of career opportunities in agriculture. For more information, visit www.AgCareers.com.



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Canadian Agricultural Human Resource Council

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T: 613.745.7457 | E: info@cahrc-ccrha.ca

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