

CAHRC
Canadian Agricultural
Human Resource Council



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Conseil canadien pour
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BENCHMARKING AGRICULTURAL COMPENSATION:
**GRAIN & OILSEED
INDUSTRY**





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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

- Among the most essential roles in the grain & oilseed industry, Farm Managers are paid the highest amount, followed by Farm Supervisors.
- Permanent full-time employees were most likely to receive housing assistance.
- Sixty per cent of producers identified performance bonuses as the most common bonus type.
- More than half of grain & oilseed producers indicated they offer vacation time.



Wage Analysis

The grain & oilseed industry wage data was collected from six industry participants and 43 employees. Provinces represented were British Columbia, Newfoundland and Labrador, Ontario and Prince Edward Island. Wages were commensurate with experience, with Farm Manager roles paid the highest, followed by Farm Supervisors, Farm Workers and Farm Labourers.

Job Title	Industry	Weighted Average	25th Percentile	Median	75th Percentile
Farm Manager	Grain & oilseed	\$37.95	\$37.75	\$39.90	\$40.00
Farm Supervisor	Grain & oilseed	\$31.20	\$29.38	\$31.00	\$35.00
Farm Worker	Grain & oilseed	\$27.19	\$25.00	\$28.00	\$29.75
Farm Labourer	Grain & oilseed	\$21.50	\$19.25	\$21.67	\$23.83



Wage Analysis Key Definitions

Definition of Key Terms	
No. of Organizations	The number of contributing organizations for the complete data set.
No. of Employers	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 grain & oilseed industry were asked to share details about their medical plans, employee assistance programs and other employee programs and supports. A total of 20 producers completed this portion of the survey.

Medical Benefits

Health Insurance

Fifty-five per cent of grain & oilseed producers reported offering health insurance. For more than one-third of producers, this benefit was offered to both the employee and their family. Employers who provided health insurance offered this benefit to permanent full-time employees only.

Health insurance offered by surveyed grain & oilseed producers

Type of Coverage Offered	Employee-Only Health Coverage	Family Plan Health Coverage	Both Employee and Family Coverage	Do Not Offer Coverage
Percentage Offered	10%	10%	35%	45%
Health Insurance Covered	All Employees (Full-time, Part-time)	Permanent Full-time Employees	Permanent Part-time Employees	Do Not Offer Coverage
Percentage Offered	15%	40%	5%	40%





Dental Insurance

Fifty-six per cent of grain & oilseed producers did not offer dental insurance. Only 28 per cent noted they offered dental insurance to both employees and families.

Dental insurance offered by surveyed grain & oilseed producers

Type of Coverage Offered	Employee-Only Health Coverage	Family Plan Health Coverage	Both Employee and Family Coverage	Do Not Offer Coverage
Percentage Offered	5%	11%	28%	56%
Employee Type Covered	All Employees (Full-time, Part-time)	Permanent Full-time Employees	Permanent Part-time Employees	Do Not Offer Coverage
Percentage Offered	17%	28%	5%	50%



Vision Insurance

Like dental insurance, vision insurance was not likely to be offered. Seventeen per cent responded they provided coverage with an employee and family plan and 22 per cent offered vision insurance to permanent full-time employees.

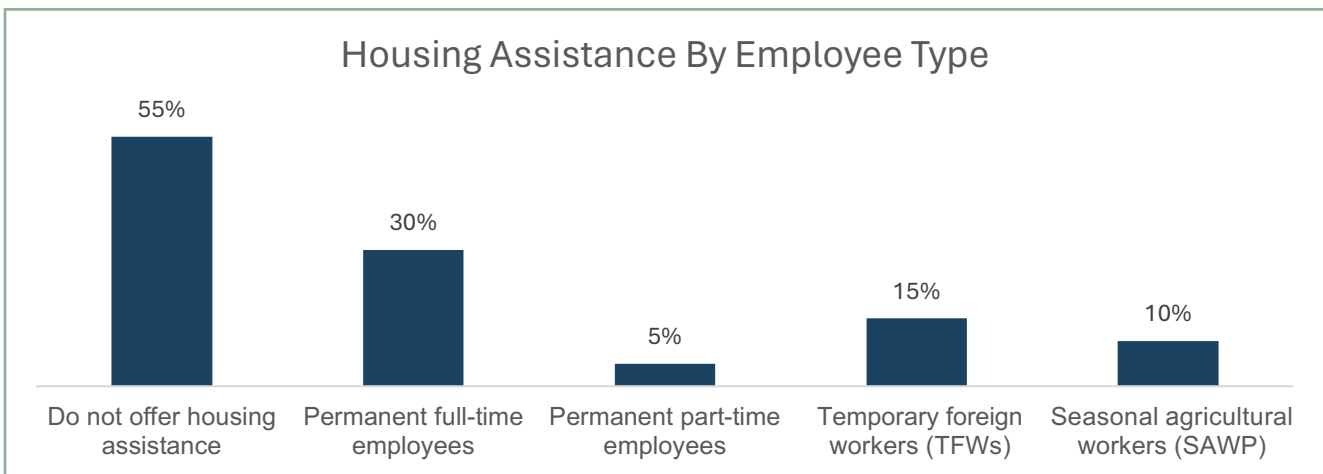
Vision insurance offered by surveyed grain & oilseed producers

Type of Coverage Offered	Employee-Only Health Coverage	Family Plan Health Coverage	Both Employee and Family Coverage	Do Not Offer Coverage
Percentage Offered	5%	6%	17%	72%
Employee Type Covered	All Employees (Full-time, Part-time)	Permanent Full-time Employees	Permanent Part-time Employees	Do Not Offer Coverage
Percentage Offered	5%	22%	6%	67%

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 grain & oilseed industry, 45 per cent of producers reported offering housing assistance. In the grain & oilseed industry, permanent full-time employees were most likely to receive the benefit followed by Temporary Foreign Workers (TFWs), as legally mandated by law, and employees hired through the Seasonal Agricultural Worker Program (SAWP).

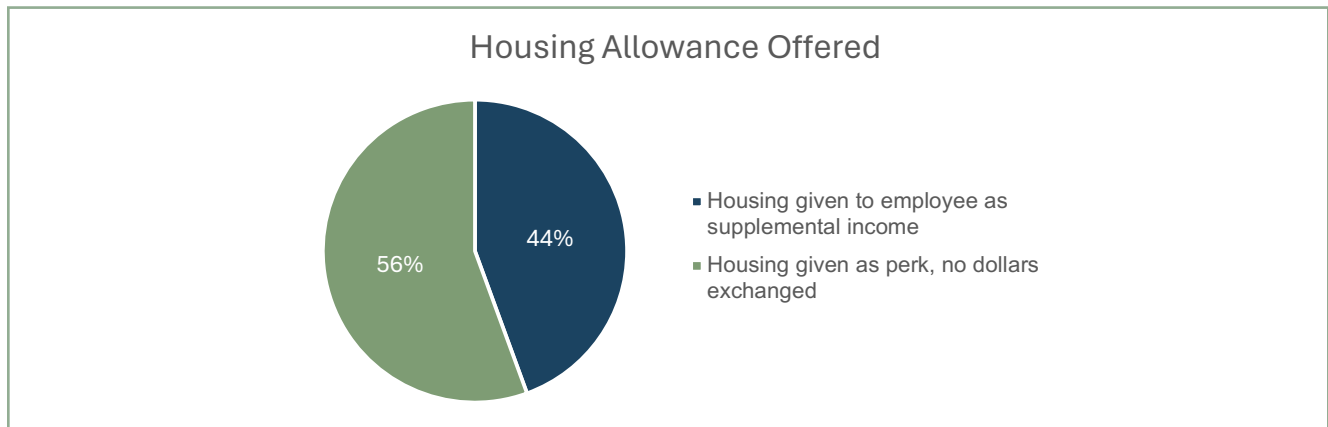


*Percentages do not total 100% as respondents were allowed to select multiple responses. Results are calculated by dividing the number of responses by respondents.



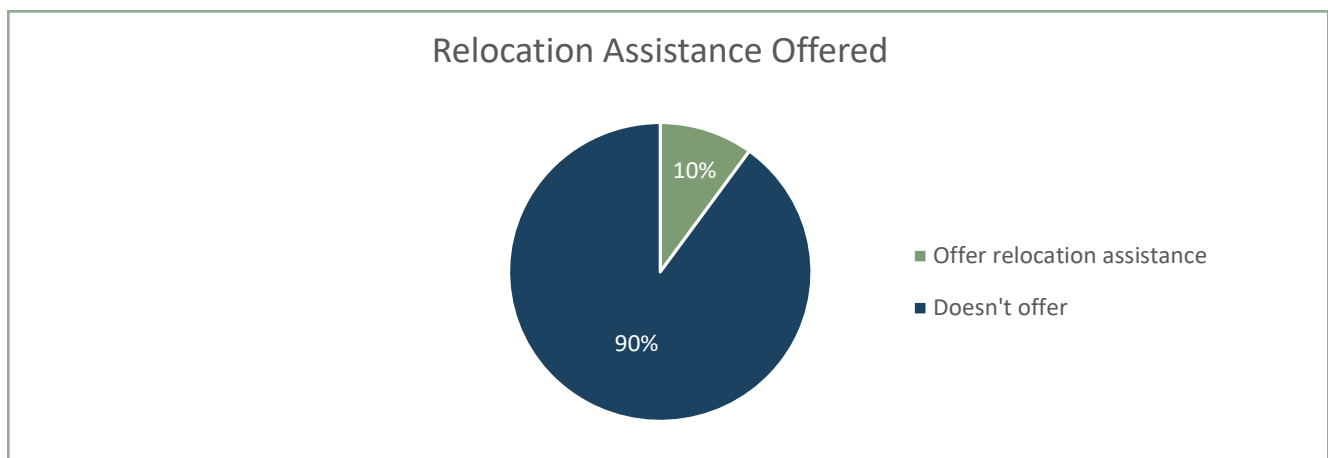
Housing Allowance Payment Terms

Of the producers who indicated they offered housing assistance, 44 per cent provided this benefit as supplemental income, while 56 per cent offered the benefit without an exchange of money. Grain & oilseed participants reported a monthly median of \$400 per month for housing. The industry median reported by all survey participants was \$500 per month.



Relocation Assistance

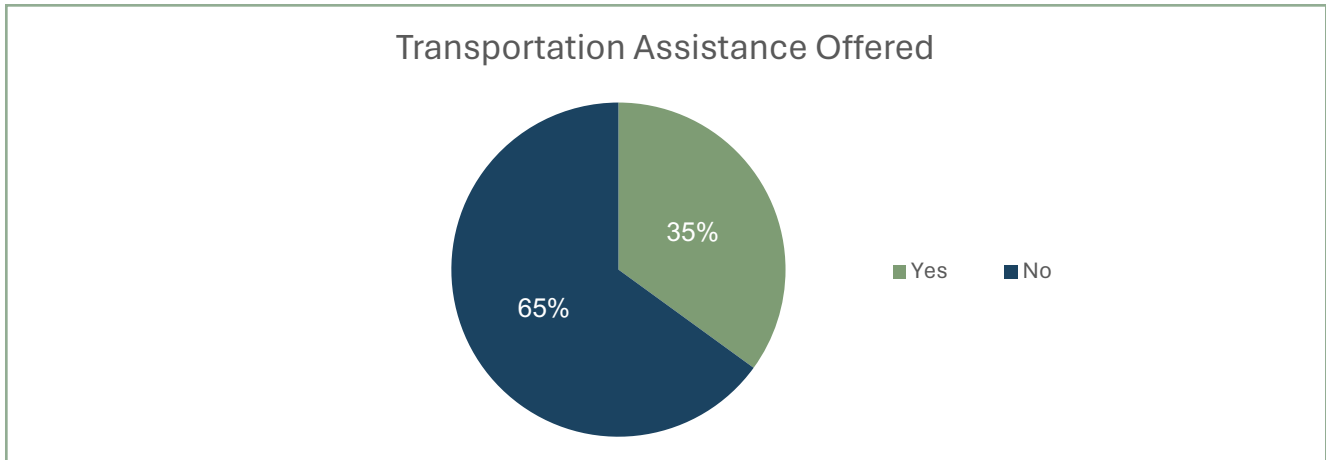
Relocation assistance can reduce the burden of moving for employees. Specific to the grain & oilseed industry, 90 per cent noted they offer this benefit. The average amount of relocation offered was \$1,500, compared to an average of \$2,030 for all other surveyed industries.





Transportation Assistance

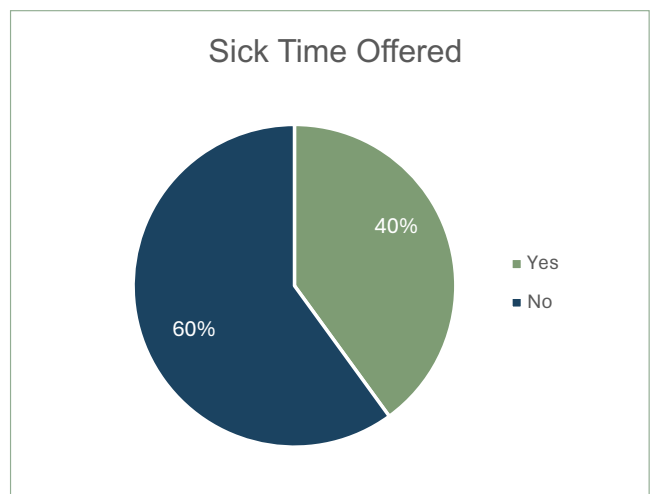
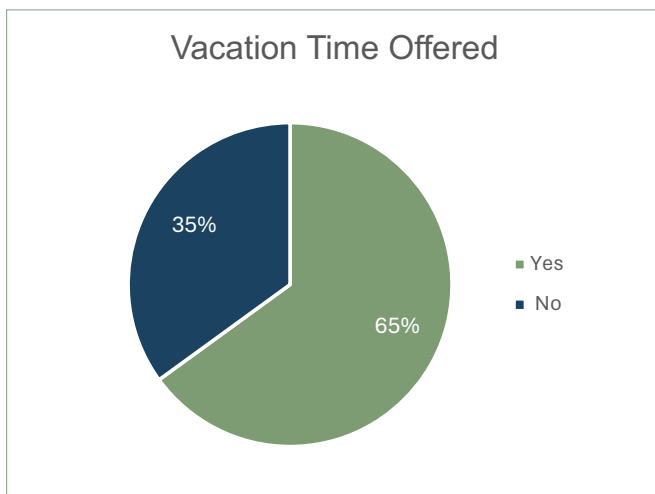
Transportation to and from farming operations can be a barrier for potential employees. Employers who can provide a safe and reliable mode of transportation to and from work may see an increase in employee retention. Thirty-five per cent of grain & oilseed producers offered transportation assistance 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. Sixty-five per cent of surveyed grain & oilseed producers provided their employees with vacation time, while only 40 per cent offered sick time. Employees with one year of service received an average of 14 days of vacation time per year and five days of sick time.

Vacation and Sick Time

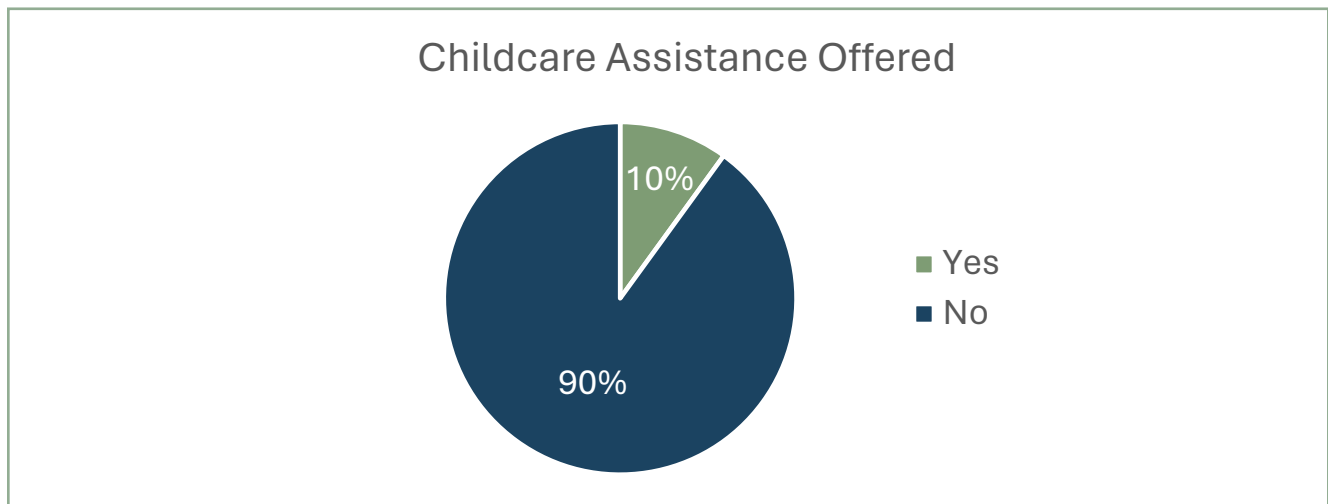




Employee Programs and Support

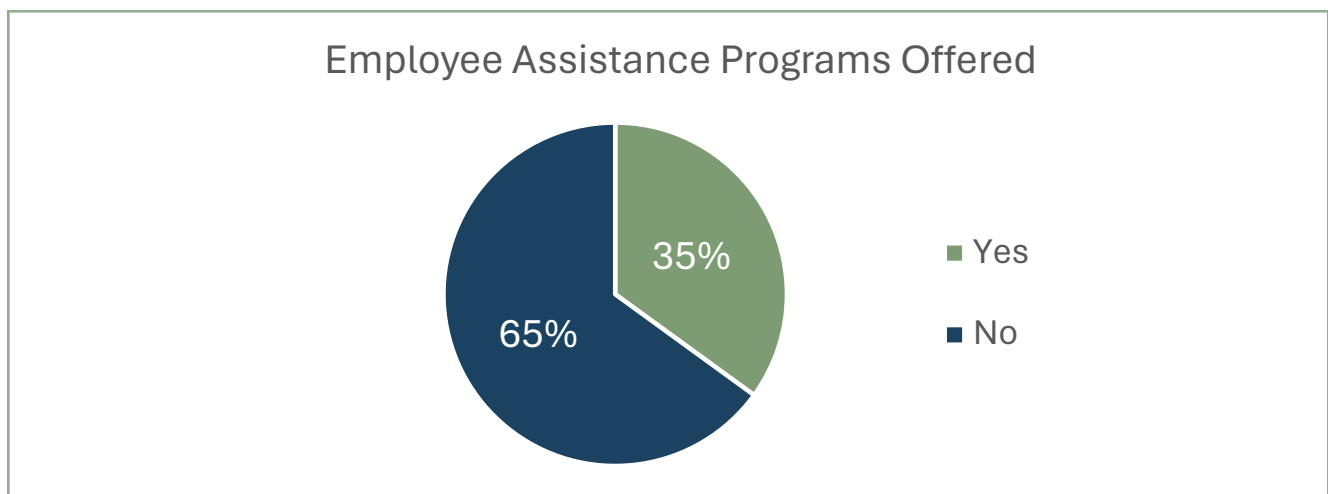
Childcare Assistance

While the demographics of each farm may vary, for those employees with children, childcare assistance can provide relief for those who need support. Ten per cent of grain & oilseed producers indicated they offered childcare assistance to employees.



Employee Assistance Programs

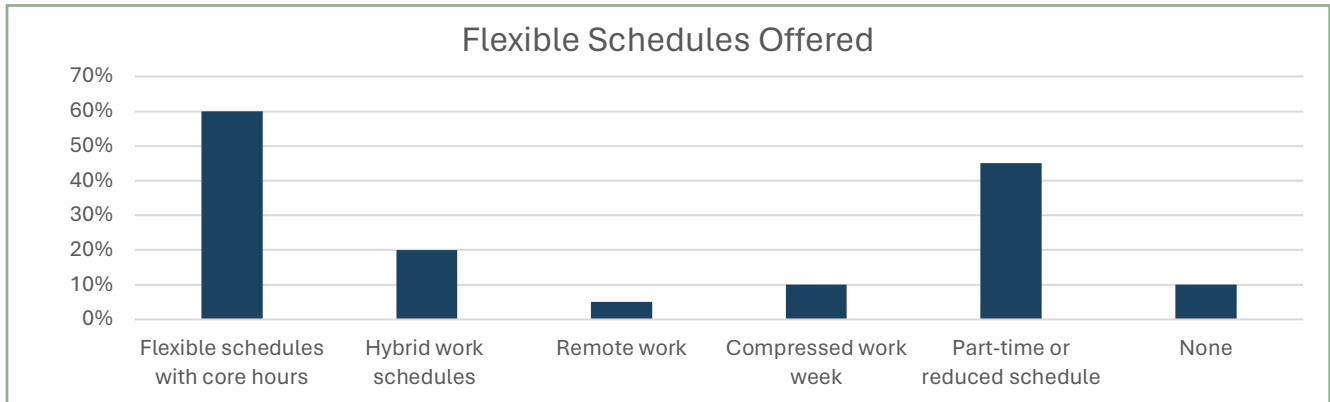
Employee assistance programs, such as counselling services, can be beneficial in helping employees who need assistance with personal problems or issues. Thirty-five per cent of grain & oilseed producers surveyed indicated they provided access to employee assistance programs.





Flexible Schedules

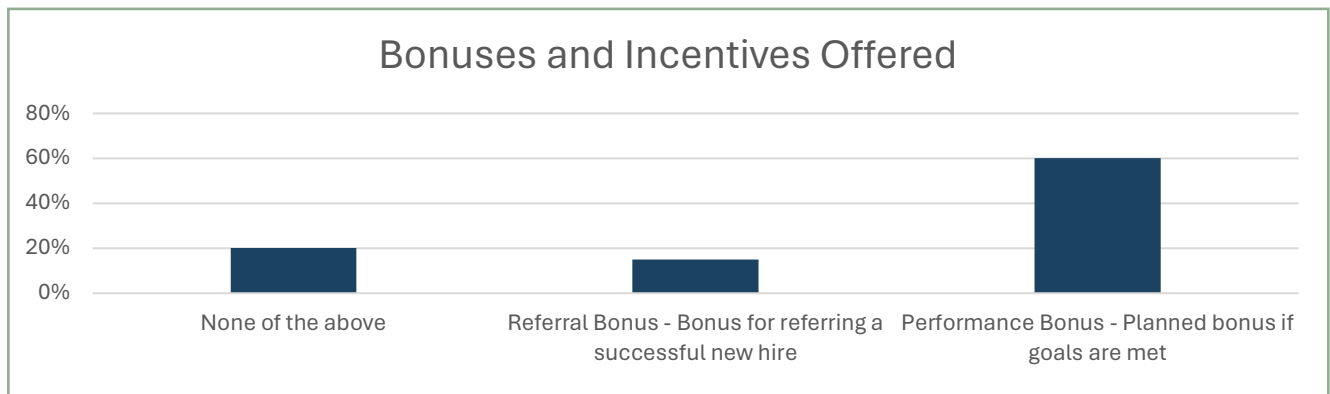
Flexible schedules can be challenging for producers to offer as farming operations run 24 hours a day, 365 days a year. However, 60 per cent of grain & oilseed producers were more likely to offer a flexible schedule with core hours or a part-time or reduced schedule.



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Bonuses and Incentives

Bonuses and incentives can be a powerful motivator for employees and can also reinforce positive behaviours. Performance bonuses were the most common bonus type reported by about 60 per cent of grain & oilseed producers. Additionally, “spot bonuses” were offered by 35 per cent of producers. This type of bonus acknowledges employees “on the spot” for a job well done.

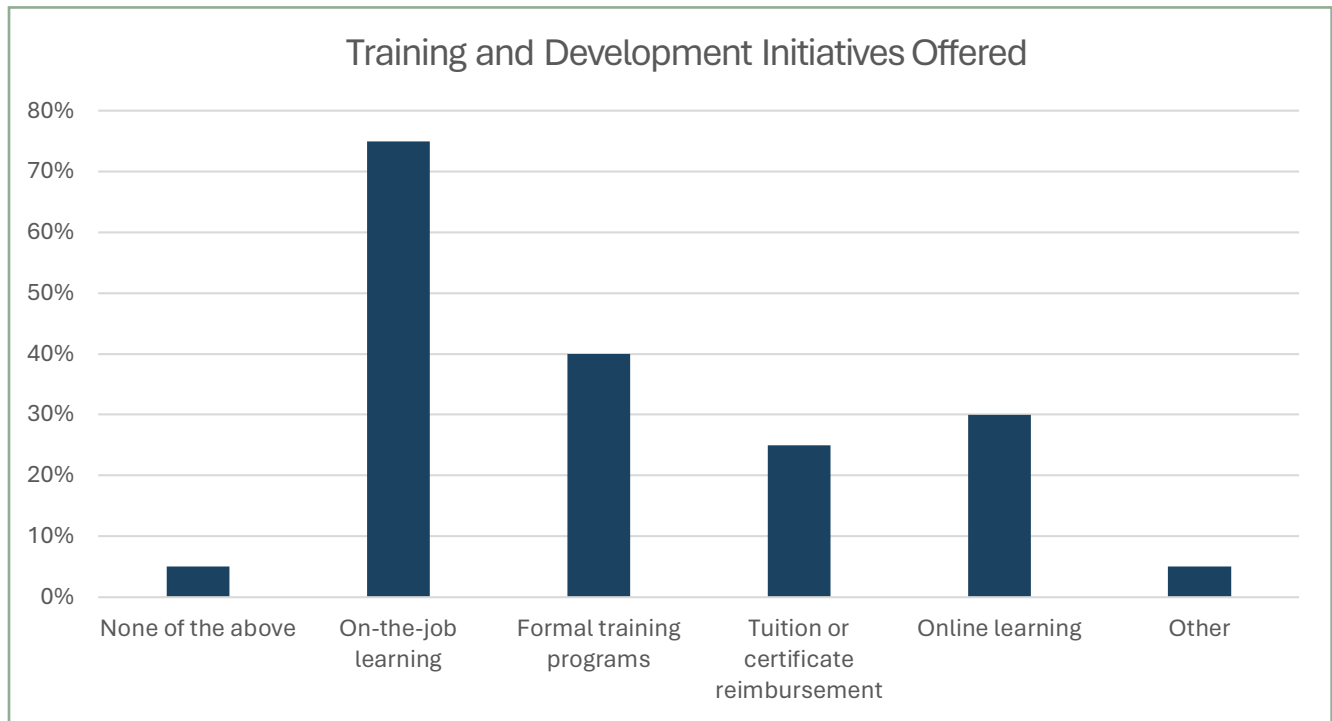


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Training and Development Initiatives

Training and development can help attract and retain employees by helping build employees' skills and knowledge. Seventy-five per cent of reporting grain & oilseed producers offer on-the-job learning. Other top training and development initiatives offered were formal learning and online learning.



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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 grain & oilseed 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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