

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

AGRI WORKFORCE MATTERS

OCTOBER 2024

**WOMEN IN AGRICULTURE
GET A FUNDING BOOST**

**AGRI-TALENT PROGRAM
HELPS GROW MEANINGFUL
CAREERS**

**ENHANCING A POSITIVE
WORKPLACE CULTURE**

**TEMPORARY
FOREIGN WORKERS
IN THE NEWS**

**PROVIDING FIRST-TIME
EMPLOYERS WITH
TOOLS FOR SUCCESS**

**AUTOMATING THE
FUTURE OF AG**



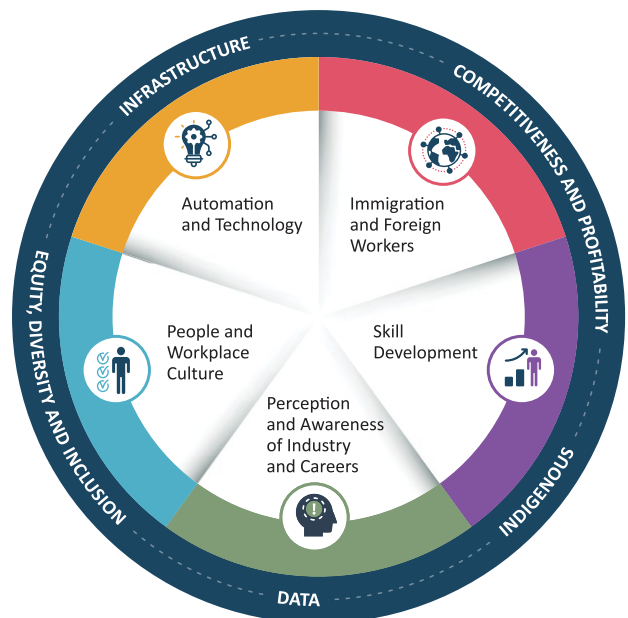
CAHRC-CCRHA

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 Culture

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 Workers 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
Canadian Agricultural Human Resource Council
Conseil canadien pour les ressources humaines en agriculture



Food and Beverage
Canada



Aliments
et boissons
Canada

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.

CONTENTS

08. MESSAGE FROM THE EXECUTIVE DIRECTOR

09. ABOUT CAHRC

10. CAHRC'S CORNER

- STAYING CONNECTED
 - CAHRC CONSULTING GETS A SHOUT-OUT!
 - NATIONAL WOMEN IN AGRICULTURE AND AGRI-FOODS NETWORKING EVENT FUNDING
 - LOOKING TO CONNECT?
 - BOARD OF DIRECTORS SPOTLIGHT
-

20. PERCEPTION AND AWARENESS OF INDUSTRY AND CAREERS

- AGRITALENT PROGRAM
-

23. PEOPLE AND WORKPLACE CULTURE

- DO'S AND DON'TS FOR BUILDING A POSITIVE WORKPLACE CULTURE
-

25. TEMPORARY FOREIGN WORKERS

- SCALING BACK ON TEMPORARY FOREIGN WORKERS IN CANADA
-

29. SKILL DEVELOPMENT

- AGRI HR TOOLKIT – SUPPORT FOR FIRST-TIME EMPLOYERS
-

31. AUTOMATION AND TECHNOLOGY

- AUTOMATING THE FUTURE OF AG
-

33. AROUND TOWN





GET INVOLVED



613-745-7457

outreach@cahrc-ccrha.ca



A MESSAGE FROM THE EXECUTIVE DIRECTOR



Dear readers,

It's harvest time for many of you, and as we edge away from the warmer months of summer and into the cooler days and nights of fall, we know that soon Canadians from every region will be gathering at Thanksgiving tables laden with the fruits (and every other kind of food) of your labour.

Canadian agriculture is instrumental not just to Canada's economic prosperity, but to this country's overall health and well-being. And the impact of your work is felt far from our shores, too — ensuring that people and families around the world have access to high-quality Canadian agricultural products that enhance their lives.

Here at CAHRC, we are committed to providing you with information and resources that help sustain a viable future for agriculture producers, agri-business owners, and employees across Canada. We are advocates for the entire industry, whether you are part of an agricultural association, business or HR professional.

Our job is to develop and propose innovative solutions leading to better outcomes for our industry's future, and we take our job seriously, because many of us on this team have agriculture in our backgrounds.

We also believe in the power of partnership and collaboration. You don't raise a barn alone, and the same approach applies to reaching our full potential as an industry — we're stronger, more efficient and more impactful when we work together.

And speaking of that, I'm delighted that this current issue of AgriWorkforce Matters features a look at the future of the industry when it comes to careers. We're looking at how we can continue to champion skill development, embrace automation and technology, and adopt best management practices.

We also share updates on the progress being made by our National Workforce Strategic Plan Working Groups to action priorities that address workforce shortages and raise awareness of the opportunities to work in this vibrant, innovative and critical sector.

To support these priorities, CAHRC continues to provide one-on-one consulting, customizable labour market data and webinars to help inform businesses and organizations about the most up-to-date labour practices. For example, our HR toolkit, which is outlined in this issue, helps first-time employers understand how to start their HR journey, and how to know when to hire.

These are just a few highlights that you can expect to find in this issue of AgriWorkforce Matters, and I want to thank you for your invaluable support and engagement in ensuring our sector flourishes.



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.



CAHRC-CCRHA

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

CAHRC'S CORNER

- **STAYING CONNECTED**
- **CAHRC CONSULTING GETS A SHOUT-OUT!**
- **APPLY NOW FOR WOMEN'S NETWORKING
EVENT FUNDING**
- **LOOKING TO CONNECT?**
- **BOARD OF DIRECTORS SPOTLIGHT**

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 vital role of the NWSP by showcasing our supporter badge!



INNOVATION-COLLABORATION-AWARENESS
INNOVATION-COLLABORATION-SENSIBILISATION

DATA AND RESEARCH THAT MEET 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 help you become an expert on the issues that matter to you (design team – please note the change in wording from the draft doc). Contact us at outreach@cahrc-ccrha.ca.



LABOUR MARKET RESEARCH

At CAHRC, we pride ourselves on being a source of knowledge and insight on labour and HR issues facing our sector. But we know the work we do, including the data we provide, can't be as accurate and precise as we need it to be without your involvement. Thank you to everyone who took part in our latest LMi rapid results survey.

CULTIVATE SUCCESS WITH CAHRC CONSULTING SERVICES

Did you know that CAHRC offers consulting services? As the national thought leader in agriculture labour issues, we're perfectly positioned to help your organization identify key challenges facing the agriculture sector and deliver tailored solutions. We offer:

- Customized surveys and supports
- Targeted Labour Market Intelligence (LMI) research
- Occupational analysis research
- Recruitment and career awareness support
- Training, workshops and presentations
- Cross-border stakeholder engagement

CAHRC'S CORNER

CAHRC CONSULTING GETS A SHOUT-OUT!



“Understanding the importance of EDI, the Agricultural Adaptation Council sought assistance in creating a mechanism to view our organization through an EDI lens, create improvement plans and potentially become a model for other agri-food industry associations and stakeholders.”

“The audit gave us a baseline of where we are at in our understanding of EDI and how these principles are applied. It was also an opportunity for our team to talk freely about organizational culture and, in doing so, build engagement and trust.”

“Through our experience, we appreciated how CAHRC helps organizations ‘buy in’ to EDI, seeing what can be gained through building diverse and inclusive organizations as opposed to a more confrontational approach. They start where organizations are at — not where they should be. Our board and staff are committed to the process because we see the value, not because EDI is another box to check.”

“The CAHRC team was professional in the implementation of the audit, showed great depth of knowledge on the issues and inspired us to deepen our EDI journey. We valued this experience and would highly recommend CAHRC to others ready to tackle EDI within their own organizations.”

Melanie DiReto | Executive Director, Agricultural Adaptation Council

For more information, visit [CAHRC-CCRHA.CA/SERVICES/CONSULTING](https://cahrc-ccrha.ca/services/consulting)



CAHRC'S CORNER

NATIONAL WOMEN IN AGRICULTURE AND AGRI-FOODS NETWORKING EVENT FUNDING

Women play an essential role in Canadian agriculture, occupying positions in every part of our industry from beef to beekeeping and from entry-level work to farm ownership.

But while women make up 50 per cent of the general population, they only constitute 30 per cent of the total agricultural workforce. And when we look at the number of women who go on to assume leadership roles in agriculture, it's much smaller than the proportion of men who do so.

The National Women in Agriculture and AgriFood Network Project aims to change that. It helps women connect, exchange information, access professional development tools and apply for funding for networking or training events in their communities.

Who can apply?

If you're a business, association or community member who identifies as a woman, this project is for you! Just [visit our website](#) and fill out the application form. And don't forget that multiple communities can collaborate on an event – in fact, joint applications can help maximize resources and impact! Once [your application](#) is received, we will notify successful candidates within four weeks of submission.

What kinds of events are offered?

We offer templates for the following event types:

Navigating the Grant System

- ▶ “How to” instructional workshops
- ▶ Expert speakers from each province
- ▶ Green initiative (i.e. crop specialists)

HR Leadership

- ▶ Women's leadership program
- ▶ Mental health
- ▶ Human resources and Equity, Diversity and Inclusion (EDI) training

EmpowHER

- ▶ Empowering women on farms to learn new skills (operating equipment, accounting, finance, sales, introduction to agronomy)
- ▶ In-person networking symposium
- ▶ Themed networking events

Custom Events

- ▶ While the options above provide guidelines and templates, we recognize that each community has distinct needs and characteristics. If you have a unique idea for a different or customized event that best suits your community's interests and strengths, you can request funding for it in the application form. We can't wait to hear from you!

How do I apply?

Step 1: **Fill out an application form**

- ▶ Provide details about your event, including the support you'll need

Step 2: **Selection Committee**

- ▶ Our selection committee will review all applications

What happens if my application is approved?

If **your application** is approved, you'll be asked to identify a lead organizer who will collaborate with CAHRC in planning and executing the training. CAHRC will offer guidance throughout the process, supply certain promotional materials, and reimburse approved expenses like speaker fees, marketing materials, catering and room rental costs, but the lead organizer will have several key responsibilities, including:

- Selecting an appropriate event date and venue
- Coordinating catering services
- Promoting the event within the community and recruiting attendees
- Collaborating with local businesses for sponsorship opportunities
- Providing feedback to CAHRC on the event's execution and outcomes

We know that our industry is better off when everyone can thrive, and National Women in Agriculture and Agri-Foods Networking Event Funding is planting the seeds for success across the workforce. If you're interested in learning more or want to apply, please contact Rebecca Balsdon at rbalsdon@cahrc-ccrha.ca.



CAHRC'S CORNER

LOOKING TO CONNECT?

CAHRC Connect is a free online community of leaders, learners and employers in agriculture across Canada, and we'd love for you to be part of it, too! Why join? CAHRC Connect provides a vital online hub where agricultural professionals can come together to discuss, collaborate and innovate. We're here to help with:

- Up-to-date information on human resources and equity, diversity and inclusion
- Networking and knowledge sharing, including access to valuable resources and insights from fellow members
- Webinars led by industry experts
- Discussion groups featuring dynamic exchanges and solutions
- Q&A where industry experts offer guidance and advice

Join the CAHRC Connect community today! Click here <https://cahrc-connect.mn.co/> to become part of a vibrant network filled with up-to-date, engaging and important information about Canada's agriculture community. And if you prefer to connect on the go, download our app:

INFO AT YOUR FINGERTIPS:

Did you miss out on our webinars? Not to worry— they're just a **click away** on CAHRC Connect! While some new webinars will be available for a fee this fall, we keep an archive of recordings from past webinars and discussion groups that are always available, free of charge.

Keep up with CAHRC Connect on the go.

Download the App



 Powered by Mighty





**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

**BOARD OF DIRECTORS
SPOTLIGHT:
MIKE HENDERSON,
CANADIAN YOUNG FARMERS' FORUM**

What is the Canadian Young Farmers' Forum?

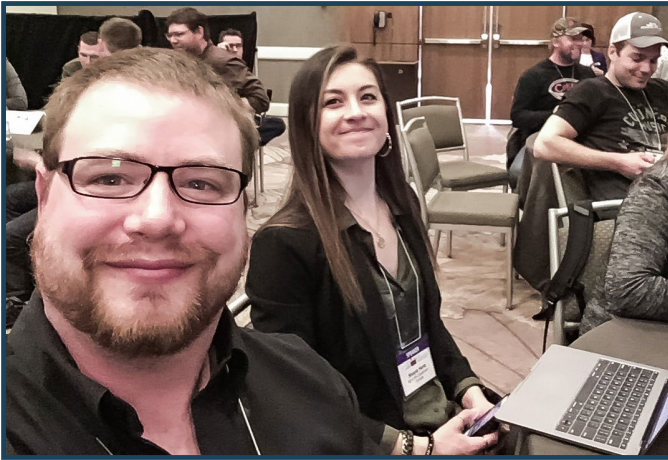
The Canadian Young Farmers' Forum (CYFF) is a non-profit organization with representatives across Canada from many diverse backgrounds and commodities. CYFF supports young and new farmers through workshops that are both virtual and in person and strives to be the voice and link for young farmers with government and other industry stakeholders.

How and why did you choose to get involved with CAHRC?

I was introduced to CYFF at a CAHRC conference many years ago and I thought it was fitting to get involved with CAHRC as CYFF's representative when the opportunity presented itself. I felt that things had come full circle, and I could now work with the group that helped me get started so many years ago.

You grew up in a farming community. What are the most notable changes you've seen in farming since you were a kid?

Farming methods and technology have advanced a significant amount over the years. With that, there's now less demand for general labour and traditional on-farm jobs. But these advancements can be costly, and many farmers cannot afford to keep up with modern wages, causing the younger generations to look elsewhere to make a living.



What kinds of opportunities exist for young people in farming today?

Customized feed rations, animal bedding and litters, and fuels are just some of the things that I have seen increase in demand. There's also programming for the robots, drones, and other automations in today's highly advanced barns, feed ration design, crop consulting, maintenance, and transportation — these are all things that come to mind when I think of the current agri-service industry.

The new tech has created a demand for skilled workers to service and maintain the highly advanced equipment, and the increased efficiency and productivity of these modern technologies has also created higher demand for production supplies. There are many opportunities in the agri-service industry today.

You have lived or worked in various provinces and territories. How does that national experience impact your perspective on farming?

I have seen everything from large commercial operations to small homesteads to backyard hobby farms in my travels. The scale and farming methods may differ, but the issues and struggles stay the same. Finding and affording reliable skilled labour, rising land and equipment costs, and the increasingly unpredictable weather are things all farmers have to face. We are all feeding our communities, just in different ways.

What are the top challenges facing young farmers right now?

The economy. Young farmers and young people in general cannot afford to start farming or take over operation from their parents. The cost of land and equipment is too high, profit margins are too low, and because of this young people spend most of their lives away from the farm and are not in a position to start farming later in life.

You've been involved in farming on and off for your entire life. What keeps bringing you back?

It's the lifestyle and the community. It doesn't matter where you go, farming is farming, and you'll always find common ground.

Which CAHRC product or services do you think more young farmers should know about?

The HR toolkit and HR services/consultation are extremely valuable to any size operation.



Introducing Partnership Packages



Let's build a stronger future for agriculture, together.

Let CAHRC be a resource for your organization or association. We want to ensure you can support your membership by having access to the most up-to-date information and insights on industry practices and issues.

That's why we've launched partnership packages. See our list of offerings below and access tailor-made services that will propel you toward meeting your mandate and guarantee the industry reaches its full potential.

COMMUNICATIONS ABOUT AGRIWORKFORCE ISSUES • \$5,000

Agri Partnership Package

- Partner briefings: updates on AgriWorkforce issues impacting your membership (newsletter)
- AgriWorkforce Weekly Roundup: access to the latest weekly news headlines
- AgriWorkforce Matters articles: 4 articles per year on HR best practices
- AgriWorkforce social: Social media package to easily inform members of benefits from CAHRC, programs and tools available.
- One month of free access for Members to Communities of Practice
- AgriHR Toolkit access – 50% off coupons for Members

CUSTOMIZED COMMUNICATIONS SUPPORT • \$10,000

AgriCommunications Package includes all AgriPartnership items PLUS:

- Customized presentation on emerging labour issues for your association event (AGM, conference) – travel for in-person meetings may be extra
- Targeted communications support for labour issues facing your association members (custom factsheets or infographics) – 3 per year
- Coordination and support for association meetings with officials to discuss emerging labour issues (meeting requests, confirmations, agenda preparation, briefing notes)
- Three webinars for your members on Quality HR Management**
- One month of free access for Members to Communities of Practice
- AgriHR Toolkit access – 50% off coupons for Members

** Webinars are from a select list to be customized for association or industry **

Interested in becoming a partner? Contact Rebecca Balsdon at rbalsdon@cahrc-ccrha.ca to discuss how we can meet your needs.

CAHRC
Canadian Agricultural
Human Resource Council



CCRHA
Conseil canadien pour
les ressources humaines
en agriculture



PERCEPTION AND AWARENESS OF INDUSTRY AND CAREERS





AGRITALENT PROGRAM



Agriculture needs a strong talent pipeline to succeed. That's why CAHRC developed the AgriTalent program, which prepares a job-ready workforce by forging connections between post-secondary students, educational institutions and employers in agriculture.

CAHRC is also making it easier for potential employees — including those from under-represented and equity-seeking groups — to have access to job opportunities through the **Growing Opportunities Student Wage Placement Program**.

This initiative empowers employers to hire post-secondary students in the sector with the goal of improving job readiness and ensuring future success. That path to success starts early, and CAHRC is pleased to note that first-year students are also a key part of this initiative — offering employers a unique opportunity to work with young individuals who are just beginning their agriculture career journey.



CAHRC-CCRHA

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



CAHRC's Student Wage Placement Program



305

employers have completed
CAHRC'S Student Wage
Placement Program to date



95

post-secondary institutions
are participating



50%

of placements are from
underrepresented groups

Student Exit Survey:



91.1%

of students are very
satisfied with their work
placement experience



96%

said they received the supports needed to
be successful in this work placement (e.g.
employer supervision, training, mentoring,
accessibility)



84%

believe the work placement helped
them build a professional network
that will help them achieve future
career goals

Employer Exit Survey:



93%

of employers were very satisfied with student
performance during the work placement experience



100%

feel that offering this work placement
has benefitted their company



PEOPLE AND WORKPLACE CULTURE



DO'S AND DON'TS FOR BUILDING A POSITIVE WORKPLACE CULTURE

A strong workplace culture builds on existing values to create an environment where employees continue to thrive and organizations excel. When employees feel valued and respected, they are naturally more engaged, motivated and productive. Enhancing this positive atmosphere not only makes the workplace more fulfilling but also leads to even greater success for the organization.

Employees are also more likely to commit to a company that prioritizes their well-being and professional growth, which helps drive long-term profitability. CAHRC is here to help Canada's agriculture sector create a foundation for sustained success, and that's why we've developed a Do's and Don'ts List for creating a healthy workplace culture.

Creating a positive, inclusive professional environment requires:

- **Time, effort and planning.** It involves a careful process of deciding on priorities and then setting goals, because if you let a culture develop on its own, you might end up with one you don't want — or worse, no cohesive culture at all.

- **Top-down leadership.** Employees turn to executives and managers to see what values are prioritized on the farm or within the company, so it's important that those leaders “walk the talk.” Their behaviour sets the tone for how people treat one another within the organization and signals the vision and strategy that forms the backbone of how the company or farm operates.
- **Solid onboarding for new employees.** Onboarding is the first major interaction between a new employee and the company's culture. By integrating new hires in a way that highlights and reinforces your internal culture, you help them understand what to expect and what is expected of them. This early integration ensures new hires feel welcomed and aligned with the company's values, setting them up for long-term success.

If you can ensure that everyone within the company feels like they're on the same page in terms of strategy, mission and approach, then you're paving a path to ongoing success. One way to do that is through regular cultural audits where employees share their experience within the firm to help leaders keep their collective vision on track. That's where strong HR support is essential, and our Do's and Don'ts List offers some great advice and practical tips for creating and maintaining these kinds of effective management practices.

This Do's and Don'ts List is a free resource at your disposal to help build a positive workplace culture. For a more in-depth exploration, consider diving into our HR Toolkit, which offers additional paid resources and guidance.

You can [click here](#) for more information, and if you have any questions or tips to share with us, please email info@cahrc-ccrha.ca.



**TEMPORARY
FOREIGN
WORKERS**



SCALING BACK ON TEMPORARY FOREIGN WORKERS IN CANADA

The topic of Temporary Foreign Workers (TFWs) has been making headlines recently, with significant updates announced by the federal government at the end of August.

The announced changes are designed to restore Canada's TFW numbers to pre-pandemic levels while also preventing misuse and fraud. Key changes include a refusal to process Labour Market Impact Assessments (LMIAs) in the low-wage stream for employers in census metropolitan areas with an unemployment rate of six per cent or higher. Additionally, employers in the low-wage stream will be limited to hiring no more than 10 per cent of their total workforce through the TFW program.

The maximum employment duration for workers hired under the low-wage stream will also be reduced from two years to one. However, employers in primary agriculture, food processing and fish processing will remain exempt from these changes.

As Keith Currie, president of the Canadian Federation of Agriculture (CFA), mentioned in his opinion piece for *The Globe and Mail*:

“What was also clear in the minister’s announcement was the government’s recognition of the important role that the program plays in supporting Canadian agriculture and domestic food security. By exempting seasonal and permanent full-time jobs in primary agriculture, food processing and fish processing from the tightening measures linked to the TFW program, agricultural employers will continue to hire the people we need to grow, harvest and pack produce that would otherwise risk being left in the field, nursery, on the tree or on the vine.”

You can read the full article [here](#).

In addition to these changes, the government is continuing its consultation process regarding the new Foreign Labour Program for Agriculture and Fish Processing. While not all details of the proposed changes are available yet, the program is expected to include several features such as:

- The introduction of sector-specific worker permits

- The implementation of market-based accommodation deductions aligned with today's housing market and associated costs
- The creation of a refillable LMIA for recurring seasonal work over a two-year period
- Priority LMIA processing
- Continuation of no cap on foreign workers
- An LMIA processing fee exemption

Additionally, the government is working on expanding the Seasonal Agricultural Worker Program (SAWP) bilateral agreement to allow employers to access workers from Mexico and 11 Caribbean countries beyond seasonal agricultural work. They are also looking to include seafood and the primary food processing sector, as well as benefit from the free recruitment support provided by the participating countries.

Feedback on these new stream requirements is expected to be gathered by winter 2025, with the new program anticipated to take effect by 2027. If you have any questions or would like to participate in the consultation process, you can contact Employment and Social Development Canada (ESDC) directly at: esdc.dgce.tet-tfw.seb.esdc@hrsdc-rhdcc.gc.ca

The Canadian Agricultural Human Resource Council (CAHRC) is actively monitoring these developments to keep our members informed. We are participating in discussions with the government, partners, and stakeholders to ensure that any decisions reflect the best interests of the agricultural sector.

We are also offering webinars to provide practical information to our members. In July, we hosted a webinar titled “Hiring Foreign Workers in Agriculture: Summer 2024 Update” to help employers navigate the changing landscape. You can view the recording [here](#).

Looking ahead, we are planning a free webinar in January 2025 to cover any further updates and impacts, as well as a workshop on Labour Market Impact Assessment applications in November 2024. Additionally, a webinar in February 2025 will focus on ESDC compliance and preparing for the arrival of TFWs.

For more information, visit <https://workforce.cahrc-ccrha.ca/immigration-and-foreign-workers>





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.**



**SKILL
DEVELOPMENT**



AGRI HR TOOLKIT — SUPPORT FOR FIRST-TIME EMPLOYERS

In today's fast-paced agricultural industry, a strong and adaptable human resources team can make or break your business. HR oversees your best asset: your people. It supervises recruitment, fosters employee development, handles compensation and benefits and ensures a fair and legal workplace. But even more than that, good HR practices contribute to reduced turnover and increased employee engagement, which ultimately drives the overall success and sustainability of your organization.

That's why CAHRC created the Agri HR Toolkit, a handy online resource for businesses of all sizes looking for customized guidance and peace of mind. Developed by industry experts and accessible via annual subscription, the Toolkit offers more than just guidance — it includes Q&A sessions and access to CAHRC's Agri HR & EDI Community of Practice, a platform for HR professionals, experts and agricultural business owners to connect on emerging HR issues.

The Agri HR Toolkit supports businesses at every stage of growth, but you'll find it indispensable if you're a first-time employer just starting out on your HR journey.

It will guide you through every step, including:

Compensation and benefits

- ▶ Learn how to hire your first employee.
- ▶ Access guidelines on how much to pay your workers.

HR policies

- ▶ Determine how to create sound HR policies that effectively govern workplace behaviour, establish clear expectations, ensure transparency and safeguard against fraudulent claims.

Diversity and inclusion

- ▶ Discover how to create a workplace culture where employees feel respected regardless of gender, race, ethnicity, ability, religion or sexual orientation.

Whether you run a small farm or a growing agribusiness, the Agri HR Toolkit is here to help you scale and succeed. [Click here](#) to learn more!



AUTOMATION AND TECHNOLOGY



AUTOMATING THE FUTURE OF AG



Automation and technology are revolutionizing the future of agriculture by enhancing efficiency and increasing productivity. These new technologies also hold the key to reducing labour demands at a time when many agricultural businesses are suffering from labour shortages.

Innovations like autonomous tractors for precision planting and harvesting, robotic systems for weed control, smart irrigation systems, and data analytics for real-time insights into soil health, weather patterns, crop conditions and feed rations are just a few of the transformations that will make the agriculture sector more efficient and resilient.

Technology will also put agriculture at the forefront of cutting-edge employment opportunities, providing high-quality, skills-based job options across the country – from robotics to embryology, food science, research, wealth management and more.

If you're looking for a secure job environment that's only growing in importance and prospects, the agri-food sector may be the perfect spot for you. Just click on this [video link](#) to explore some of the impressive, high-paying and non-traditional careers that are an increasing hallmark of the sector.



AROUND TOWN

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

INTERNATIONAL PLOWING MATCH & RURAL EXPO
OCTOBER 1-5, 2024

INTERNATIONAL CONFERENCE ON ADVANCES IN THE HEALTH BENEFITS OF AGRI-FOODS
OCTOBER 2-4, 2024

ALBERTA LIVESTOCK EXPO
OCTOBER 16-17, 2024

PEOPLE AROUND THE WORLD (PAW) INTERNATIONAL CONGRESS
OCTOBER 16-18, 2024

INTERNATIONAL CONFERENCE ON AQUACULTURE PRODUCTION TECHNOLOGY
OCTOBER 25-26, 2024

MANITOBA BEEF AND FORAGE CONFERENCE
OCTOBER 30, 2024

ROYAL AGRICULTURAL WINTER FAIR
NOVEMBER 1-10, 2024

SASKATCHEWAN PORK INDUSTRY SYMPOSIUM
NOVEMBER 5-6, 2024

AGRICULTURE ENLIGHTENED CONFERENCE
NOVEMBER 7, 2024

MARITIME BEEF CONFERENCE
NOVEMBER 8-9, 2024

ADVANCING WOMEN CONFERENCE
NOVEMBER 17-19, 2024

MANITOBA FARM WOMEN'S CONFERENCE
NOVEMBER 18-20, 2024

CANADIAN ASSOCIATION OF AGRI-RETAILERS CONVENTION
NOVEMBER 19-21, 2024

AG-EX
NOVEMBER 19-21, 2024



CAHRC-CCRHA

Canadian Agricultural Human Resource Council

Conseil canadien pour les ressources humaines
en agriculture

WWW.CAHRC-CCRHA.CA