

SEASONAL JOBS FACT SHEET



CANADIAN AGRICULTURE & AGRI-FOOD WORKFORCE ACTION PLAN



LABOUR TASK FORCE



The agriculture industry is full of high quality careers with competitive wages and benefits. The industry also offers many lifestyle benefits and flexibility not available in other industries. Agricultural employers expend extensive efforts to recruit and retain Canadian workers, however there continues to be pervasive and critical labour shortages.

Every agricultural commodity offers different types of employment. Many jobs are permanent and many are **Seasonal Jobs** which include seasonally intensive work handling live plants and animals. **These jobs are NOT able to provide permanent employment.** Both seasonal and permanent jobs must take place in order to provide safe and sustainable Canadian-raised food for grocery shelves here in Canada and abroad. Some examples of **Seasonal Jobs** the industry provides:

Seasonal Agriculture Jobs: Bee Health/Beekeepers working with honey bees and pollination services; Beef/ cow/calf operations; Grain/Grain, Oilseed and Pulse seeding and harvesting; Seed/ Cross pollination, Hybridization, Roguing and Detasseling; Horticulture/Vegetable and Fruit spring work, summer work and harvesting; Seafood/Fish and Lobster Harvesting; Sheep/Lambing Season.

Seasonal Primary Processing Jobs: While many primary processing jobs are permanent such as Meat Processing, others are seasonal. Seafood Processing, such as Lobster Processing, is tied to the regulated fish harvesting season, which is a very short time period that allows fisherman to catch fish and lobster. Some components of Vegetable and Fruit Processing are tied to the farmers' harvest season. Because this involves the handling of live plants and animals, for these reasons primary processing activities need to be conducted in **rural locations**. There are other seasonal processing needs for other commodities as well.

A short sampling of Seasonal Jobs based on Agriculture and Agri-Food Canada's 13 Value Chain Roundtables.

Seasonal Solutions: Agricultural employers spend significant time and effort to recruit and retain Canadian workers, but there are critical labour shortages. When Canadians cannot be found, in order to avoid spoilage of food and feed and to ensure industry sustainability, streamlined processes are needed for seasonal agricultural employers and their workers such as grain farmers, seed growers, beekeepers, cow/calf operators, sheep producers, vegetable and fruit growers, and accommodation for their primary processing needs.

Create a dedicated Canadian Agriculture and Agri-Food Workforce Program to provide consistent and efficient access to international agriculture workers to support the industry's productivity, growth and future success:

1. Seasonal Agriculture Worker Program (**No Changes**) → **Seasonal Jobs only**
 2. Canadian Agriculture Workforce Program → **Seasonal Jobs** and Permanent Jobs
 3. Canadian Agri-Food Workforce Program → Permanent Jobs, **some Seasonal requirements**
- **Cumulative Duration/4 in 4 out:** Exempt Agricultural Stream Workers that work in Canada 8 months or less from Cumulative Duration to align Ag Stream with SAWP, so producers do not lose Canadian trained workers with unique and special skills;
 - **Broaden National Commodity List:** Broaden Access for Agricultural Stream Employers/Workers by expanding the National Commodity List;
 - **Create a Centre of Specialization (single office):** For the Agricultural Stream and the agri-food industry to ensure knowledge about agriculture's unique demands, timely Labour Market Impact Assessment and work permit processing and consistent treatment of these applications similar to Centres of Specialization that have been created for University Professors, the Federal Skilled Worker Program, the Federal Skilled Trades Program, In-home Caregiver Program, Medical Doctors/Specialists, and Registered Nurses;
 - **Support implementation of long-term elements of Canadian Agriculture and Agri-Food Workforce Action Plan:** To address the chronic agriculture worker shortages and to allow the industry to better engage with Canadian workers.

Communication Fact Sheet prepared by the Canadian Agricultural Human Resource Council by request of the Labour Task Force.

PERMANENT JOBS FACT SHEET

CANADIAN AGRICULTURE & AGRI-FOOD WORKFORCE ACTION PLAN

LABOUR TASK FORCE



The agriculture industry is full of high quality careers with competitive wages and benefits. The industry also offers many lifestyle benefits and flexibility not available in other industries. Agricultural employers expend extensive efforts to recruit and retain Canadian workers, however there continues to be pervasive and critical labour shortages.

Every agricultural commodity offers different types of employment. Many jobs are seasonal and many are **Permanent Jobs** which include intensive work handling live plants and animals. **These jobs provide permanent employment.** Both seasonal and permanent jobs must take place in order to provide safe and sustainable Canadian-raised food for grocery shelves here in Canada and abroad. Some examples of **Permanent Jobs** the industry provides:

Permanent Agriculture Jobs: Beef/Feedlots and cow/calf; Pork/Hog Farms; Grain/ large Grain and Oilseed Farms; Sheep feedlots; Horticulture/Greenhouses & Mushroom farms; Seafood/Aquaculture operations.

Permanent Primary Processing Jobs: Many primary processing jobs are permanent such as Meat Processing for Beef, Pork and Sheep. Because this involves the handling of live plants and animals, for these reasons primary processing activities need to be conducted in **rural locations**. Other primary processing activities that provide permanent employment includes Horticulture/ Mushroom Farm and Fruit and Vegetable Processing; Grain, Oilseed, and Pulse Handling and Processing; Seed Breeding, Handling and Processing; Seafood/Aquaculture Processing.

A short sampling of Permanent Jobs based on Agriculture and Agri-Food Canada's 13 Value Chain Roundtables.

Permanent Solutions: Agricultural employers spend significant time and effort to recruit and retain Canadian workers, but there are critical labour shortages. When Canadians cannot be found, in order to avoid spoilage of food and feed and to ensure industry sustainability, streamlined processes including a clear **Pathway to Permanency** are needed for **Permanent agricultural employers and their workers** such as beef and sheep feedlots, hog farms and accommodation for their primary processing requirements.

Create a dedicated Canadian Agriculture and Agri-Food Workforce Program to provide consistent and efficient access to international agriculture workers to support the industry's productivity, growth and future success:

1. Seasonal Agriculture Worker Program **(No Changes)** → Seasonal Jobs only
 2. Canadian Agriculture Workforce Program → Seasonal Jobs and **Permanent Jobs**
 3. Canadian Agri-Food Workforce Program → **Permanent Jobs**, some Seasonal requirements
- **Agri-Food Primary Processors:** Require specific solutions based on regional Labour Market needs, Adjust 30-20-10 maximum cap;
 - **Pathway to Permanency:** Successful Agriculture and Agri-Food Temporary Foreign Workers who work for employers that offer permanent employment, should be provided with a streamlined Pathway to Permanency through the Federal Express Entry or some other Program;
 - **Create a Centre of Specialization (single office):** For the Agricultural Stream and the agri-food industry to ensure knowledge about agriculture's unique demands, timely Labour Market Impact Assessment and work permit processing and consistent treatment of these applications similar to Centres of Specialization that have been created for University Professors, the Federal Skilled Worker Program, the Federal Skilled Trades Program, In-home Caregiver Program, Medical Doctors/Specialists, and Registered Nurses;
 - **Support implementation of long-term elements of Canadian Agriculture and Agri-Food Workforce Action Plan:** To address the chronic agriculture worker shortages and to allow the industry to better engage with Canadian workers.