

## Careers in agriculture and food

# CAF NEWS

Attract. Inspire. Save

### Savings

- **Job vacancies continue to grow**

Hiring may become more expensive. A recent report shows that job vacancies in the second quarter rose 17% from 2.9% in 2016. The number of unemployed people per vacancy also declined to 2.8% from 3.4% in 2016, particularly in agriculture ([https://www.bdc.ca/en/articles-tools/entrepreneur-toolkit/publications/monthly-economic-letter/pages/1711.aspx?utm\\_campaign=MEL--Monthly-economic-letter--11-2017--NEWS--EN&utm\\_medium=email&utm\\_source=Eloqua#onglets=2.](https://www.bdc.ca/en/articles-tools/entrepreneur-toolkit/publications/monthly-economic-letter/pages/1711.aspx?utm_campaign=MEL--Monthly-economic-letter--11-2017--NEWS--EN&utm_medium=email&utm_source=Eloqua#onglets=2.)) CAF can help you secure your candidates and save you time and funds effectively because it specializes in the agricultural and food sector and draws people from a niche network across Canada.

- **Engagement programs for growth**

Save and increase your competitiveness through staff engagement programs. These are commonly seen as overhead but statistical reporting points to the contrary, i.e., significant growth/ outperforming at 4 levels:

	Average Increase for 12 Firms WITH Performance-Enhancing Culture	Average Increase for 20 Firms WITHOUT Performance-Enhancing Culture
Revenue Growth	682%	166%
Employment Growth	282%	36%
Stock Price Growth	901%	74%
Net Income Growth	756%	1%

[https://www.payscale.com/content/ebook/Managing-Employee-Turnover.pdf?\\_ga=2.219838233.1475993935.1510932519-1530010730.1505157573](https://www.payscale.com/content/ebook/Managing-Employee-Turnover.pdf?_ga=2.219838233.1475993935.1510932519-1530010730.1505157573). Based on the book, *Corporate Culture and Performance*, 1992 John P. Kotter and James L. for firms reviewed over a period of 11 years:

### Hiring subsidies

- **ATTN: DEADLINE TOMORROW.** AAFC's Career Focus Program. Save 50% or up to \$20,000 of the new hire's salary. Eligible employers are organizations who can offer projects that will give employees career-related experiences and mentoring. Applicants can be up to 30 years of age. The application intake period for 2018 will begin November 1, 2017 at 10:00 a.m. EDT and close on November 30, 2017 at 5:00 p.m. EDT. Applications are accepted on a first-come, first-served basis. <http://www.agr.gc.ca/eng/programs-and-services/list-of-programs-and-services/career-focus-program/?id=1507746193436>
- **Science Horizons (hurry - 7 spots left).** The *Science Horizons Youth Internship Program*. The program provides up to a maximum of \$15,000 in wage subsidies to help employers hire recent graduates from in science, technology, engineering, or mathematics (STEM) to help them initiate a career. There are 7 spots remaining in the program but it may be extended. If so there will be another 50 spots available for the 2018 fiscal. The deadline to apply is March 19 2018 and the participant must start by March 31. Approval takes an average

of 5-10 business days. <https://www.biotalent.ca/en/wage-subsidies>. Contact: Colleen Hayes Outreach and Business Development Representative. Tel: (613) 235-1402 ext. 221. [chayes@biotalent.ca](mailto:chayes@biotalent.ca).

- **The Student Work-Integrated Learning Program.** This program is for students from STEM or business programs to gain experience. The wage subsidy covers the cost of a co-op student's salary by up to 50% to a maximum of \$5,000 and up to 70% to a maximum of \$7,000 for first-year students and under-represented groups including: women in STEM, women in business, indigenous students, persons with disabilities and newcomers. The students are from 7 Canadian universities. <https://www.biotalent.ca/en/Co-opFunds#Terms%20and%20Conditions>. PLEASE NOTE: this program is but BioTalent (the host organization) is awaiting word back from the government on whether there might be funds available for additional spots. BioTalent is encouraging employers to apply – applications will be placed in queue as they are received and if more spots open up, complete applications will be processed first. The deadline to submit applications for the spring/summer term is March 19 (or 2 weeks prior to a student's start date). Updated application forms will be updated on their website shortly.
- **Opportunities Fund.** Provides up to a maximum of \$13,500 towards a salary as an incentive for bio-economy employers to hire, accommodate and train an employee with disabilities. <https://www.biotalent.ca/node/8433>
- **Career Focus Green Jobs** is a wage subsidy program for employment opportunities that have a green mandate or any job with an employer that has an environmental focus. The program provides up to a maximum of \$13,500 in wage subsidies to help employers hire the talent they need and help recent graduates initiate a career. <https://www.biotalent.ca/en/career-focus-green-jobs>
- **Natural Resources Internships.** Employers can hire an intern for 6-12 months in a green job within a natural resource sector, and Colleges and Institutes Canada (CICan) will contribute up to 50% of the intern's salary, to a maximum of \$15,000. Natural resource sectors – such as the mining, materials, energy and forestry sectors – pertain to the management and production of renewable and non-renewable natural resources. <https://careerlauncher.collegesinstitutes.ca/naturalresources/>

## Conference

This will be the 5th Anniversary of Advancing Women in Agriculture - Calgary 26 & 27 March 2018 at the Hyatt Regency. It will be the largest gathering of women passionate about agriculture in Canada. New feature: how to participate on an industry board, ways to manage risk on your farm or operation, and tips for maintaining optimal mental health and well-being. Leading speakers: Canadian nutritionist Leslie Beck, social scientist and agriculture advocate Cami Ryan, motivational speaker Darci Lang, bestselling cookbook author Janet Podleski and Canadian professor and author Timothy Caulfield, just to name a few! Full list of [speakers](#).

**Free Recruitment seminar** at Manitoba Pork - December 8, 9:00 to noon. Manitoba Pork's boardroom, 28 Terracon Place, Winnipeg

If hiring the least favorite and most challenging part of your job, then, attend the Manitoba Pork's free Recruitment Seminar to learn how to make it easier. Learn to:

1. write appropriate job ads,
2. where to place your ads, and
3. develop interview questions to make sure you're getting the right person for your operation.

What to expect:

1. a continental breakfast
2. great information
3. a workbook to take home, plus
4. an opportunity to network with other employers.

Register by replying here by end of day December 1. For more information, contact Janice Goldsborough, Manitoba Pork's Human Resources and Training Coordinator, at 204-471-6530 or at [jgoldsborough@manitobapork.com](mailto:jgoldsborough@manitobapork.com)

## **Resumes**

14 resumes attached. Include candidates from multiple locations, with background / experience in farming, environment, Biosystems engineering, engineering, agronomy, livestock, soil, food laboratory, agricultural equipment, research, veterinary medicine, microbiology. Candidate summary form attached.

## **CAF SERVICES (brochure attached)**

1. Posting, advertising campaigns on social media and by email. Niche network of candidates across Canada
2. Employee recruitment from locations across Canada, engagement and development
3. Company promotion of career opportunities
4. Student liaison and campus relationship building, planning/execution of recruitment programs
5. Internal/external consultation  
Event organization, e.g., information sessions
6. In-person and video-linked services: employment sessions, pre-screening, interviews, searches

## **ATTN WOMEN! Note from MB WOMEN IN AG & FOOD (MWAF)**

1. MWAF invites you to our first holiday Party on Wed 20 Dec at 7 pm. It will be in Winnipeg. The address will be provided later.
2. Do you know of women that would like to attend the Advancing women in Agriculture but need financial support? If so, please contact me.
3. MWAF goals are to advance our careers, attract attention to our contribution to the industry and the economy, network and offer solutions to barriers. All women in the MB ag & food sector are welcome! See <https://www.facebook.com/MWAF204/> Questions? Simply, reply this email.

**The next newsletter will be at the end of January 2018**

Laura Lazo, Ph.D.

**Unsubscribe**