

Careers in agriculture and food

CAF NEWS

Attract. Inspire. Save

2018 January

News: Staffing issues

- **The current pool of talent is getting smaller, the vacancy rate is expected to grow**

On the one hand there are fewer talent with farm background due to a shrinking Canada's farm and rural population. In addition, filling vacancies is requires finding the right fit for location, wage, work role, education, and appropriate training. Most industry sectors are affected by the shortfall. <https://www.producer.com/2017/09/industry-failing-to-inform-students-on-careers-in-agriculture/>. Canadian Occupational Projection System (COPS) shows that the number of job openings the projected over the period 2015-2024 will increase to nearly 6 million and 2 thirds of all them will require university or college education <http://occupations.esdc.gc.ca/sppc-cops/l.3bd.2t.1ilshtml@-eng.jsp?lid=60&fid=45&lang=en>. The data points to increased demand for talent and more effort and spending in recruiting

- **Turnover**

Did you know that when a worker leaves you, you may have lost 150% of his /her annual salary? You can estimate the cost specific to you, with this link <https://hrtoolkit.cahrc-ccrha.ca/tools/turnover-calculator/>

Saving

You can reduce significantly the cost in time and funds needed to fill vacancies as well as turnover costs by contracting specialized services. CAF specializes in talent, recruiting for the agricultural and food industry, assisting talent to identify their career interests, and thus engage with the organizations that are the best fit. CAF services can then help you to recruit efficiently, find the best fit and thus reduce turnover rate.

Hiring subsidies

- **The Colleges and Institutes Canada (CICan) Career-Launcher Internship**

program. Provides \$15,000 towards an intern's salary. You can choose from two programs, i.e., cleantech and natural resources. <https://careerlauncher.collegesinstitutes.ca/about/>

- **Manitoba Government- Paid Work Experience Tax Credits.** This is a group of programs that help employers create work experience opportunities for students in Manitoba. There are two incentives for employers who hire students and graduates from registered co-operative education programs. For full details, visit:

http://www.edu.gov.mb.ca/ald/tax_credit/

- a Co-op Students Hiring Incentive. It is designed to provide work experience for students through co-operative education work placements. Employers can claim 15% of wages and salaries, up to a maximum of \$5,000 per student.
- b Co-op Graduates Hiring Incentive. It is designed to connect graduates of registered co-operative education programs to full-time employment related to their field of study. Employers who hire and retain a graduate from a registered co-operative education program can claim up to 15% of wages and salaries in each of the first two full years of employment, to a maximum of \$2,500 per graduate.
- **BioReady Paid Internship Program.** It is an initiative that helps internationally educated professionals (IEPs) better integrate into the Canadian bio-economy by gaining valuable work experience. The program provides up to a maximum of \$11,500 towards a salary as an incentive for bio-economy employers to hire, accommodate and train an IEPs. Currently accepting applications (until September 2018 or funds are maxed). <https://www.biotalent.ca/en/bioreadyinternship/employer>
- **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. https://www.biotalent.ca/en/sciencehorizons_employer. Currently closed (re-opening April 2018). Approval takes an average of 5-10 business days. <https://www.biotalent.ca/en/wage-subsidies>. To confirm availability, contact: Colleen Hayes Outreach and Business Development Representative. Tel: (613) 235-1402 ext. 221. chayes@biotalent.ca.
- **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. Currently accepting applications (until June 2018 or funds are maxed). <https://www.biotalent.ca/node/8433>
- **The Student Work-Integrated Learning Program.** It is an initiative to increase the job-readiness of students registered in STEM or business programs at Canadian post-secondary institutions. The program consists of two components: co-op wage subsidies to a maximum of \$7,000 and curricula enhancements to better align biotechnology programs at post-secondary institutions with the needs of Canada's bio-economy. Currently closed (re-opening March 2018). <https://www.biotalent.ca/en/Co-opFunds>
- **Career Focus Green Job.** It 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. Currently accepting applications (until August 2018 or funds are maxed). <https://www.biotalent.ca/en/career-focus-green-jobs>
- **NSERC Funds - Experience Awards.** NSERC's Experience Awards (previously Industrial Undergraduate Student Research Awards [IUSRA]) is for companies to access talented natural sciences and engineering undergraduate students for a work term. Eligible students work on projects that improve your products, processes and/or services to qualify for funding. The awards are valued at \$4,500/student/16 week terms. For

further information visit: http://www.nserc-crsng.gc.ca/Students-Etudiants/UG-PC/Experience-Experience_eng.asp.

Conference

Don't miss the 5th Anniversary of Advancing Women in Agriculture - Calgary 26 & 27 March 2018. It will be the largest gathering of women in ag. 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](#)



HYATT REGENCY CALGARY, ALBERTA • MONDAY MARCH 26 AND TUESDAY MARCH 27, 2018

"I feel empowered to be a better advocate for my industry and to take our farm to the next level. This conference has been a game changer for me."

- Merel V., British Columbia



Join us in Calgary, Alberta: March 26 & 27, 2018 | www.advancingwomenconference.ca/2018west

Advancing Women
Agriculture Conference

WORKSHOPS...



**Art
Froehlich**
President
and CEO,
AgriView Inc.,
Calgary, Alberta

PRESENTATION TITLE:

Get on Board!

Individuals in the ag industry often ask Art "When is the right time and how do I prepare to get a board position?" Art will outline the steps to take and the experiences he has had in mentoring people to be on a board in private, not-for-profit and public organizations.

Advancing Women
{ *in* Agriculture Conference }

A powerful force for growth.

HYATT REGENCY CALGARY, ALBERTA • MONDAY MARCH 26 AND TUESDAY MARCH 27, 2018

Resumes

24 resumes attached. Include candidates from multiple locations, with background / experience research, engineering, livestock, statistics, technologist, health, crops, environment, farming, plant breeding, biotechnology, food science, soils, veterinary medicine, plant physiology. Candidate summary form attached. Due to a typographical error, Sarah Morley's resume could not be included. However, if you are interested, please, let me know and I'll make sure to provide the updated version. The candidate summary sheet is included.

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 (MWF)

- 1 Do you want to connect with peers? Do want to advance your career? Are you looking for leadership opportunities? Then, MWF is for you.
- 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 MWF goals are to advance our careers, attract attention to our contribution to the industry and the economy, network and help with opportunities and solutions. 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 February 2018

Laura Lazo, Ph.D.

CAF

Careers in agriculture and food

P: 204-487-4980

C: 204-229-4475

[Facebook Agriculture-Food UrCareer](#)