

Careers in agriculture and food

CAF NEWS

Attract. Inspire. Save

2018 October

Staffing issues and solutions

Labour shortage across sectors is here to stay. A survey of more than 1,200 small and medium enterprises (SMEs) across sectors showed that 39% of Canadian SMEs are having difficulty finding new employees. This is what you can do in order to find and keep employees:

1. Develop an employee value proposition
2. Hire immigrants and workers from other under-used segments
3. Improve your operational efficiency
4. Develop your HR policies. Businesses with strong HR policies are 66% more likely to be fast growers.

Research by the Canadian Agricultural HR Council (CARHC) show that :

- Our sector faces significant labour challenges that puts its viability and growth potential at risk
- The current labour gap is 59,000 and in 10 years the ag industry could be short of workers for 114,000 jobs
- On-farm agriculture has a 7% job vacancy rate, the highest of any industry
Producers are losing \$1.5 billion or 2.7% of the industry's total value in sales
- Canadian agriculture is the star performer on productivity, more than any other sector.
Output per worker increased 45% from 2000-2015

Shortage of talent leads to recruiting from underrepresented groups. Research from [Deloitte](#) shows that companies are competing for candidates by recruiting from underrepresented groups. One pool stands out, i.e., people with disabilities because they are associated to good attendance, strong work ethic and an above average retention rate.

What makes a good leader? Good leadership separates one company from others. Companies with good leadership follow 3 "leader laws":

- Lead by example. Whatever you preach, you must also practice. In order for people to buy into your vision, you need to walk the talk.
- Lead from the bottom: The role of the leader is to guide people, not command them.
- Lead with humanity. Leaders must see their employees as people, not just workers

Employee advocacy: what's in it for the employees? The goal of an employee advocacy program is to motivate and make it easy for them to participate in your marketing activities. The benefits to the employee are:

- expansion of their social media presence,

- they learn what's important to your organization, which leads to a stronger connection to you.
- by sharing your company's content, they learn what other departments are doing which allows for everyone to be on the same page

Subsidies (for various activities that include hiring employees and or consultants, e.g., CAF)

National

Canada Job Grant. It helps employers train new or existing employees for jobs that need to be filled. It provides two-thirds of the cost of training, up to a maximum of \$10,000 per grant to businesses of all sizes, industries and regions. Businesses with 50 or fewer employees could also benefit from flexible arrangements, e.g., count wages as part of their employer contribution.

AgriMarketing Program: Small and Medium-sized Enterprise Component. This program focuses on Small and Medium-sized Enterprise (SME) to provide support for international initiatives. Funding is to help implement international export plans, which include promotional and market development activities.

Career Focus Program. It provides up to \$14,000 to organizations for the creation of agricultural internships that provide career-related work experiences for recent graduates. **ATTN!** Applications will be accepted as of 10:00 a.m. EDT on November 1, 2018. Projects can start on April 1, 2019 with the possibility of starting earlier based on available funding. Submit your application now even if you don't have your candidate right now. CAF will help you find him/her before your project starts. Applications are reviewed on a first come, first served basis as long as funds are available.

Quebec

Accompagnement-conseil stratégique. This program offers customized services for: Growth management, Expansion planning and other challenges.

Saskatchewan

Agriculture Development Fund (ADF). It supports research for the development of solutions to problems that limit production and processing in Saskatchewan. Funding covers students, postdoctoral fellows, technical assistants, consultants, travel and other. Examples of projects:

- Create more feeding and nutrition options for livestock producers or new crop cultivars for growers;
- Use Saskatchewan agricultural products as ingredients for food and bioproducts.

Alberta

Summer Temporary Employment Program (STEP). Wage subsidy for Alberta employers to hire high school or post-secondary students into summer jobs, i.e., \$7/h minimum of 30 h/w. Next competition should run Jan- Feb 2019.

Canada-Alberta Job Grant. Funding to train employees. Employers contribute one-third of the total training costs for existing employees. Government contributes two-thirds of the cost to a maximum of \$10,000 per trainee per fiscal year. If hiring and training an unemployed Albertan, up to 100% of training costs could be covered, up to \$15,000 per trainee.

Workforce Strategy. Retention Improvement Grant. It provides funding for employers to contract consultants to review, improve and develop retention strategies in order to reduce worker turnover and address workforce stability.

- Eligible Activities: Human Resource expertise to identify and coach on retention strategy development, retention improvements and supervisory training.
- Eligible Expenses: Consulting fees paid to a third-party consultant (e.g., CAF) to complete eligible activities.
- Funding: 80 percent of eligible up to a maximum of \$25,000 per applicant, April 2018 to March 2019.

British Columbia

Agri-Food Environment Initiative. Funding is for projects that deal with a wide range of environmental issues including, but not limited to, projects addressing impacts of agricultural practices. Funding may be up to a maximum of 85% of costs.

The Canada-BC Agri-Innovation Program. It provides funding for industry, academia, food processors, retailers and others for late-stage research projects; pilots and demonstrations; as well as the commercialization and adoption of innovative products, technologies and practices for the agriculture, food or agri-products sector. Eligible projects may be funded up to 75%

Marketing and sponsorship opportunity - CAF

- Logos on CAF Newsletter: \$200/issue
- Your logo as sponsor of one or two of CAF's facebook pages can help you attract attention to your opportunities. Your logo will be inserted on the page as the profile picture. Costs: on one page: \$200/wk or \$700/m, on two pages \$,1050/m

Resumes. 12 complimentary resumes from candidates in a wide spectrum of sectors and level of experience.

Training opportunity: Strategies for Managing Risk - Protect yourself and your organization. Learn more about organization development. Register using the attached. Topics include: Risk Associated with Board Involvement, Parliamentary Procedures, Understanding Financial Statements, Funding to Support Risk Reduction, Legal Considerations.

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