

Careers in agriculture and food

CAF News

Attract Inspire Engage

2018 September

Staffing issues

(Click on the embedded links for more information)

Turnover. Turnover is very expensive in terms of financial and time investments. Did you know that one in two employees have left their job to get away from a bad manager? Recruiting an engaging and effective manager is key to keep turnover low and productivity high. See how in the attached.

Job offers. Use data to make offers with confidence As unemployment rate is at an all-time low, making the right offer is critical. It is no longer standard practice (and **even illegal in some states**) to ask for a candidate's salary history. Counter offers are on the rise while offer acceptance rates are declining. Candidates also expect the recruiter to explain the bases for the salary offered. To make the right decision, use data or risk making offers that are below or above market, both of which can lead to poor brand, fewer applications or overspending.

Emotional intelligence impacts company's success. Emotional intelligence (EI) is recognized as a must-have soft skill and it impacts your company's success on 4 fronts, i.e.,

1. Financial success. Only 5% of our financial success is due to technical abilities. The rest is due to your ability to communicate, negotiate, and lead. Professionals with high EI earn roughly \$29,000 more each year than their counterparts.
2. Innovation. Your organization innovation ability hinges on your EI to facilitate teamwork within your team and across departments.
3. Turnover. Building your EI can help you build trust and therefore retain talent and boost the efficiency of your work.
4. Communications. As communication is a major part of your work, high-EI leaders are able to effectively relay information.

Test your EI.

The Key Trait of An Exceptional Leader is compassion. They are able to listen, notice the feelings of others and act on their observations. Compassion ability improves your organization as it translates in employees working 30% longer on difficult tasks because they feel capable. That is because compassionate leaders:

1. Alleviate employee suffering,
2. Build trust, reinforce stronger teamwork and lead by example
3. Prioritize people, and lead with transparency which translates in stronger employee loyalty and trust.

Hiring subsidies

National Programs

AAFC career focus: Up to \$20,000 in funding to create internships that provide career-related work experiences for recent graduates.

- must apply between November 1 - 30
- projects start on or after April 1
- **APPLY EARLY!** applications are reviewed on a first come, first served basis as long as funds are available

Eco Canada wage funding program. Funding for to 50% (up to \$15,000) to hire graduates for 1 to multiple new positions. The concept applied to the terms 'environmental' or 'green jobs' is broad and encompass a wide variety of possible projects.

College & Institutes Canada, Career Launcher program. up to \$15,000 to hire skilled grads to strengthen your business.

Mitacs Career Connect. Supports six-month placements for jobs that protect the environment, create positive environmental outcomes, or address an environmental or climate change-related challenge. Include the science, technology, engineering or math fields. Valued at \$20,000 to \$25,000, subsidized by Mitacs at up to 50%.

Mitacs funding for businesses that conduct research. Funding is for research conducted with university professors. Internships start at four months and can scale up as much as needed. Your financial contribution starts at \$7,500.

Canada Job Grant. Grant covers up to 2/3 of the costs of training your employees, maximum \$10,000 per grant. If you have no more than 50 employees, you could also benefit from flexible arrangements, such as the potential to count wages as part of your employer contribution.

Provincial programs

Canada-Ontario Job Grant. Financial support to individual employers or employer consortia to purchase training for their employees. Small, medium and large businesses are eligible.

Alberta Investor Tax Credit (AITC). It is part of the [Alberta Jobs Plan](#) to encourage investment in non-traditional sectors with strong job creation potential. It offers a 30% tax credit to investors who provide capital to Alberta small businesses doing research, development or commercialization of new technology, new products or new processes.

Alberta Scientific Research and Experimental Development Tax Credit Program. If you do scientific research and experimental development (SR&ED) activities in Alberta, you can claim 10% of expenditures to a maximum of \$400,000. <http://economic.alberta.ca/taxcredit.asp>

British Columbia. Investment Agriculture Foundation funding programs. Support is for

organizations that are looking to adapt, diversify and grow your agricultural business. Funding is divided into several programs.

Resumes. Ten complimentary resumes from candidates in a variety of sectors. Candidate TS is a private search. Feel free to inquire.

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. Do you want to connect with peers? Do want to advance your career? Are you looking for leadership opportunities? Then, MwAF is for you.
2. MwAF 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.