



CAFnews

CAREERS IN AGRICULTURE AND FOOD



Sponsorship opportunities

Content: Staffing issues, subsidies, resumes, notifications

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Staffing issues

Is your termination clause really enforceable?

Enforceable termination clauses in valid employment agreements are a key tool of employers in limiting liability to employees at the time of dismissal. However, they can be challenged in court which can find the termination clause was not enforceable. There are a number of considerations

that must be taken into account determine if a termination clause is enforceable.

Do employees legally have to reveal mental health issues

One in five nationals experience a psychological health problem or illness, with psychological health problems are classed as the number one cause of disability in the country. Yet some employees don't feel comfortable to disclose. What should employers do if they discover it?



The real reason workers are quitting.

Around 2/3 of employees are either actively or passively looking for other work opportunities. Why? Data shows the real reason a person becomes a flight risk is that employers don't address their career growth and development – which are required to retain key people. This often results in alienating top employees. To retain key employees, companies need to show them how their contributions make a difference



Top 7 benefits your employees crave

Employers are falling behind when it comes to educating staff about their benefits, 34% of employees hope their boss would communicate more about what they offer by delivering benefits information through a variety of platforms: email (56%), face-to-face interaction (29%), and employee portals/intranet hubs (26%). Many employers with an effective benefits package are not reaping rewards because they don't communicate their availability properly.



Subsidies

National

Apprenticeship tax credits (AJCTC). Non-refundable tax credit equal to 10% of eligible salaries and wages payable to eligible apprentices. The maximum credit per year and per apprentice is \$2,000.

Canada summer jobs. Wage subsidies to not-for-profit organizations, public-sector, and private sector organizations with 50 or fewer full-time employees, to create quality summer work experiences for young people aged.

Career launcher. Up to \$15,000 to hire skilled grads in a wide range of sectors including agriculture and environment. To post an internship go to Career launcher.

NSERC Youth Employment Programs. To hire post-secondary graduate students to work on projects with R&D, engineering, multimedia or market analysis components or the development of a new product or process.

Provincial Alberta

Industry (R&D and Commercialization) Associates Programs. It supports innovation and problem-solving for small- and medium-sized enterprises (SMEs) to stimulate the development and commercialization of novel technological or business solutions.

Northwest Territories

Apprenticeship Training Assistance. Wage subsidy to hire an apprentice for a permanent position.

Ontario

Business growth and competitiveness — Youth internships. Up to \$31,500 for not-for-profit or an SME to hire a recent graduate for 12 months to work on projects.

Resumes

Fifteen complimentary resumes and the candidate summary sheet are included here.

Notices & opportunities



MWAF has a webpage dedicated to promoting women that have an ag business.

The only requirements are that:

- 1- The women owns or partly own a business
- 2- The business is in agriculture and food

The cost for an individual is only \$30/y and comes with free membership as an option. If

interested, please, email us at mbwomeninagnfood@outlook.com



Career stories. CAF has started a series of Facebook postings called iLEARN: about xxx devoted to attracting and retaining people in our sector. Some of the postings focused on technical advances in agriculture. Others focus on careers, i.e., they are interviews to people in our sector about their careers. The last one is about [Ron Hoffman, Program Head at Lakeland College Western Ranch Cow Horse](#). There will be more in the weeks to come. Ideas and nominations are welcome.

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