



# Agriculture and Agri-Food Workforce Action Plan

The ***Canadian Agriculture and Agri-Food Workforce Action Plan*** is a reliable national strategy for the agriculture and agri-food industry; a roadmap forward to address the sector's critical labour shortages. It is essential to maintain a strong agriculture and agri-food value chain and has been identified by industry as the number one business risk management issue across all commodities and the value chain. The agriculture and agri-food industry needs workers to remain **globally competitive**, to take advantage of **export opportunities** provided by the Federal Government's free trade agenda, and to ensure the **security, safety and sustainability of food** for all Canadians.

Some of the unique agricultural and agri-food labour challenges, which are identified and addressed within the ***Workforce Action Plan*** include:

- Overall image of the agricultural sector
- Shortage of skilled workers
- Aging workforce
- Retention of skilled workers in the sector
- Requirements of sector, including: transportation, food processing, and accommodation
- Seasonality of work and the shorter Canadian growing and harvesting season vs other regions
- Lack of available training programs in Canada
- Regional disparity and competition for foreign workers (esp. from other sectors)

Labour Task Force represents Canada's diversity: all regions and aspects of the agri-food value chain - farmers and industry coming together. With **over 60 Implementation Partners** supporting the ***Agriculture and Agri-Food Workforce Action Plan's*** implementation, industry is recognising it can achieve more by working cooperatively to address the important labour issues facing the Canadian agriculture and agri-food industry.

*"The Labour Task Force stresses that it is urgent and essential that this initiative begin immediately as the issues of labour shortage are pervasive, affecting current operational success and damaging to the future health of the industry and the economy" (Workforce Action Plan, p. 8).*

The Labour Task Force's consultative process has identified the need and how to address these labour issues through practical, achievable recommendations, and now the work needs to proceed.

The ***Action Plan*** has two recommendations that meet the immediate and future requirements of our industry:

- 1. Increase the Supply of Labour** - for skilled and unskilled workers.
- 2. Improve the Knowledge and Skills** – of workers in the industry.

## It's time for action!



# CANADIAN AGRICULTURAL HUMAN RESOURCE COUNCIL

*leading the implementation of the Agriculture and Agri-Food Workforce Action Plan*



## Working with broad support from Implementation Partners across the Agriculture and Agri-Food Value Chain

### Overview Canadian Agricultural Human Resource Council

The Canadian Agricultural Human Resource Council (CAHRC) is a national, non-profit organization focused on addressing human resource issues facing agricultural businesses across Canada. It is our aim to fully understand and meet the unique and priority HR and training needs of those within various commodity areas. The Council works with industry leaders, governments and educational stakeholders to research, develop and implement solutions to challenges in employment and skills development in primary agriculture. We fully serve the agriculture community as the centre for reliable labour market information, and the access point for customizable solutions related to HR management and training.

### Agriculture and Agri-Food Workforce Action Plan Background

The Labour Task Force (LTF) was formed by the Agriculture and Agri-Food (AAFC) Value Chain Roundtables in 2012, supported by AAFC, to examine issues of labour management and shortages for all agriculture and agri-food sectors. The LTF functions as a solution-oriented forum made up of farmers and industry from across Canada's agriculture sector. The **Workforce Action Plan's** recommendations are practical and essential to maintaining a strong agri-food chain for the safety, sustainability and affordability of food for all Canadians and to meet export demands. In March 2014, the LTF transitioned from an AAFC VCRT committee to become a committee of the Canadian Agricultural Human Resource Council (CAHRC) Board of Directors.

### Industry Participation

Industry participation is the cornerstone of the Canadian Ag HR Council. Direction and guidance for all activities are provided by a large, nationally representative Board of Directors that includes agricultural leaders within and across various commodity groups. Additionally, all research, project work and product development activities are supported by national stakeholder participation to ensure quality, accuracy and relevance of prepared solutions. Stakeholders include employers, employees, youth, associations, education, and government at regional, provincial and national levels.

### Services and Products

Currently, CAHRC offers a number of important services and products designed to address critical issues for agricultural stakeholders including research reports, HR tools and training materials. The Council conducts in-depth research on labour market information that highlights skills shortages and includes recommendations on agricultural recruitment and retention. Research has also been conducted on identifying new and emerging markets for the agricultural sector.

### The Canadian Ag HR Council is your one stop shop for Agricultural HR Needs

The Access Point for Customizable Solutions related to HR Management and Training  
The Centre for Reliable Agriculture Research such as Labour Market Information

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## Agriculture and Agri-Food Workforce Action Plan Implementation Partners

1	Alberta Canola Producers Commission
2	Alberta Pig Company
3	Agricultural Alliance of New Brunswick
4	Alberta Pork
5	Agricultural Producers Association of Saskatchewan
6	Atlantic Grains Council
7	Bayview Flowers
8	Canadian Agricultural Human Resource Council
9	Canadian Aquaculture Industry Alliance
10	Canadian Cattlemen's Association
11	Canadian Federation of Agriculture
12	Canadian Seed Growers' Assoc
13	Canadian Honey Council
14	Canadian Horticulture Council
15	Canadian Nursery Landscape Association
16	Canadian Meat Council
17	Canadian Young Farmers Forum
18	Dalhousie University
19	Flowers Canada
20	Fédération interdisciplinaire de l'horticulture ornementale du Québec (FIHOQ)
21	Food and Beverage Ontario
22	Grain Growers of Canada
23	Highway 21 Feeders, Double M Farms
24	Keystone Agriculture Producers
25	Landscape Ontario
26	Maple Leaf Foods
28	National Cattle Feeders' Association
29	Nova Scotia Fisheries Sector Council
30	Nova Scotia Federation of Agriculture
31	Newfoundland & Labrador Federation of Agriculture
32	Newfoundland & Labrador Aquaculture Industry Association
33	Olymel
34	Ontario Federation of Agriculture
35	Ontario Fruits and Vegetable Growers Association
36	Ontario Pork Industry Council
37	Organic Council of Ontario
38	Organic Value Chain Roundtable (AAFC)
39	Parkland Ventures (SK grain farm)
40	PEI Federation of Agriculture
41	Saskatchewan Beekeepers Association
42	Sask Canola
43	Saskatchewan Cattlemen's Association
44	Saskatchewan Cattle Feeders Association
45	Saskatchewan Herb and Spice Association
46	Sask Pulse
47	Saskatchewan Stock Growers Association
48	University of Saskatchewan
49	Sunterra
50	Saskatchewan Ministry of Agriculture
51	Western Canadian Wheat Growers
52	University of Guelph
53	Agriculture Industry Labour Council of Alberta
54	Special Crops Value Chain Roundtable (AAFC)
55	Pork Value Chain Roundtable (AAFC)
56	Horticulture Value Chain Roundtable (AAFC)
57	Beef Value Chain Roundtable (AAFC)