

INDUSTRY NEWS | PARTNERSHIP OPPORTUNITIES | SUPPORT FOR AGRICULTURE | AND MORE

AGRI WORKFORCE MATTERS

OCTOBER 2023

A WAGE SUPPORT PROGRAM

for the next generation of agri workers

CANADA INVESTS IN WORLD-LEADING CLIMATE-SMART AGRICULTURE

THE OPPORTUNITY TO TRANSFORM OUTDATED PERCEPTIONS OF AGRICULTURE

MEET CAHRC'S NEW BOARD CHAIR

RESEARCHERS GET CLOSER TO DEVELOPING A SUPER POTATO

THE LONG-TERM APPROACH

to recruitment



CAHRC-CCRHA
Canadian Agricultural Human Resource Council
Conseil canadien pour les ressources humaines en agriculture



OUR NATIONAL WORKFORCE STRATEGIC PLAN FOR AGRICULTURE AND FOOD

A national, actionable roadmap

Canada's agriculture and food and beverage manufacturing sectors are experiencing severe chronic labour and skills shortages while growing one of Canada's largest employment and economic sectors. A national, actionable roadmap will create the desired workforce of the future that addresses immediate labour gaps and systemic issues.



OUR VISION AND NEXT STEPS



Perception and Awareness of Industry and Careers

By 2030, the number of people entering the sector has increased due to positive perceptions of employment in the industry and greater awareness of the variety of occupations suited to various skill sets, the diverse communities in which careers are available, and the paths to career advancement.

Understanding the perception of the sectors and providing awareness of the opportunities in the agriculture and food and beverage manufacturing sectors is crucial to the growth and sustainability of the industry. The Perceptions and Awareness of Industry and Careers Working Group will amplify programs bringing greater awareness of career opportunities in agriculture and food and beverage manufacturing to potential employees, either new comers to Canada, members of underrepresented groups or high school and post secondary institution students. The group will also work towards increasing the awareness of the importance of the sector's GDP contribution with government and other leading industry stakeholders.

CAHRC is conducting perception and awareness research to investigate perceptions of job seekers who have not traditionally considered careers in the agriculture sector and will recommend strategies for promoting work in the sector to job seekers who have had no connection to the sector. This will inform the development of the strategy by providing insights into the potential of attracting a new source of labour supply.



People and Workplace Cultures

By 2030, the sector is viewed as a desired choice for work in Canada by job seekers and workers.

The People & Workplace Culture Working Group will look at increasing recruitment of underrepresented groups to the agriculture and food and beverage manufacturing sectors. By providing safe and healthy workplace culture, a generation of employees will desire to join the agriculture and food and beverage manufacturing sectors.



Immigration and Foreign Workers

By 2025 foreign workers are publicly recognized as a valued pillar of Canada's agriculture and food and beverage manufacturing workforce.

By 2025 Canada has publicly accepted programs to facilitate the entry of foreign workers and new Canadians into Canada's agriculture and food and beverage manufacturing sectors.

The Immigration and Temporary Foreign Worker Working Group understands the importance of temporary foreign workers to Canada's agriculture and food and beverage manufacturing workforce. The working group will address policy changes that provide employers with a streamlined approach to gaining

access to the workforce while remaining competitive in the agriculture sector.

The working group will conduct research to inform the development of the workforce strategy. The research project will analyze existing labor market information to understand market conditions that result in the need for foreign workers and quantify the importance of temporary foreign workers to the agriculture and food and beverage manufacturing labor force, understanding both the economic impact here in Canada and in the workers home country and gather narratives or case studies that exist outlining the value of foreign workers to Canada's agriculture and food and beverage manufacturing industry.



Skill Development

By 2030, a National Skills Strategy ensures that the sector's workforce is appropriately skilled.

The Skill Development Working Group will develop the National Skills Strategy as a registry to understand the current and future skills needs of the agriculture and food and beverage manufacturing sectors.

CAHRC will conduct skills research to clarify the potential impact of technology and automation in the agriculture and food and beverage manufacturing industry on future skill requirements and labour demand. The investigation will provide information that will inform skills development, training and education for the industry, and ensure that workers have the right skills for employment in the industry now and in the future.



Automation and Technology

By 2030, automation and technology decreases labour demand and increases productivity and competitiveness.

The industry will see an important transition to automation and technology in each sector as it continues to experience shortages in labor. Although it is not the only answer to the falling labor supply, the Automation & Technology Working Group will understand the increase in capital investments and its correlation to labor productivity. They will also examine the need for upskilling and re-skilling due to the changes in technology.

The working group will conduct research to inform the development of the workforce strategy. It will investigate the capacity of members of the agriculture and food and beverage manufacturing sectors to increase their use of automation and technology. Industry representatives will have the knowledge required to make recommendations about how, when and what technology could be adopted to decrease the demand for labour and increase the productivity and competitiveness of Canada's agricultural and food and beverage manufacturing sectors.

To learn more about the issues and CAHRC's plan to address them, [click here.](#)

CONTENTS

07. MESSAGE FROM THE
EXECUTIVE DIRECTOR

08. SPOTLIGHT

10. STAYING CONNECTED

12. CAHRC'S CORNER: NEW RESEARCH

13. PERCEPTION AND AWARENESS
OF INDUSTRY AND CAREER

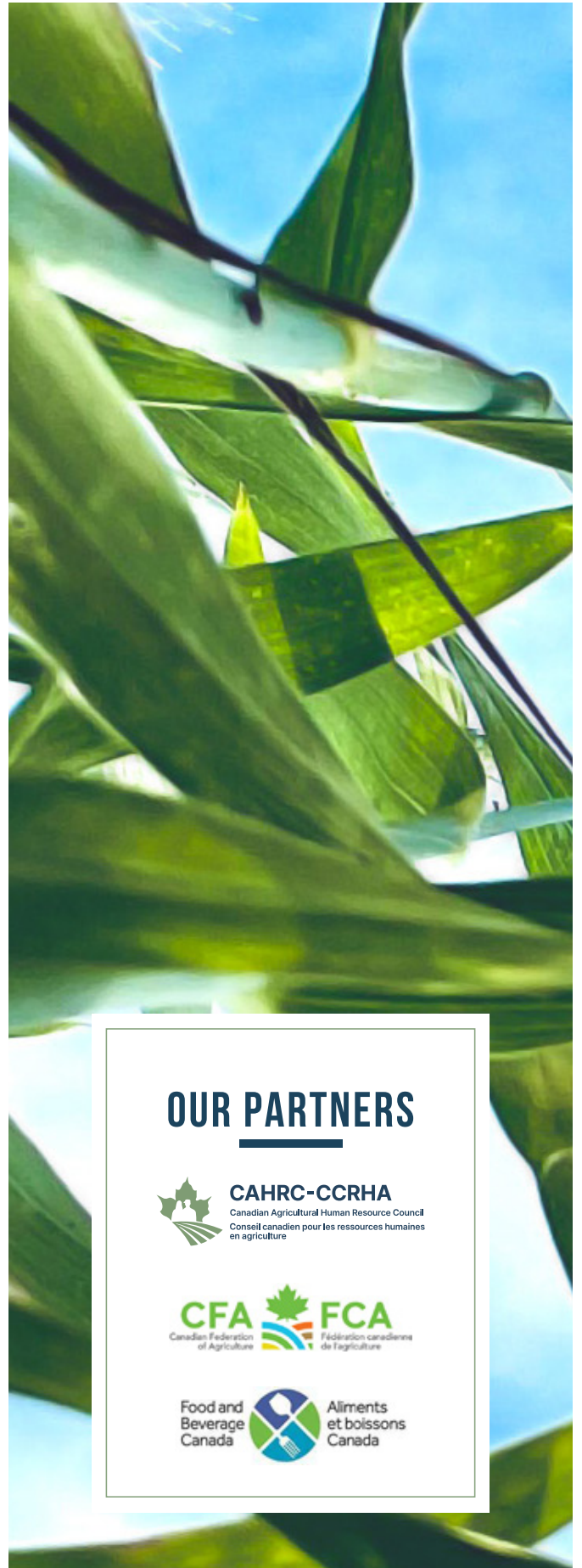
16. PEOPLE AND WORKPLACE CULTURE

18. IMMIGRATION AND FOREIGN WORKERS

20. SKILL DEVELOPMENT

22. AUTOMATION AND TECHNOLOGY

23. UPCOMING EVENTS



OUR PARTNERS



CAHRC-CCRHA
Canadian Agricultural Human Resource Council
Conseil canadien pour les ressources humaines
en agriculture



Food and
Beverage
Canada



Aliments
et boissons
Canada



GET INVOLVED

613-745-7457
info@cahrc-ccrha.ca



MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear readers,

As we find ourselves in the midst of harvest season, it's hard to believe another summer is behind us. This is traditionally a busy time for producers across the country. The last few months, however, have also been exceptionally eventful in the agriculture policy world, and with parliamentarians returning to Ottawa post-cabinet shuffle, we can only anticipate that this trend will continue.

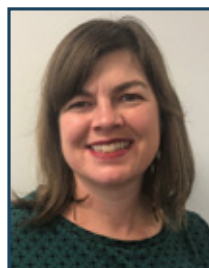
With all that said, I'm pleased to pen this letter introducing Agri Workforce Matters. This is a bi-monthly online magazine providing regular workforce and labour information related to the National Workforce Strategic Plan (NWSP). Through its semi-regular publication, we will keep you updated on CAHRC's work as well as adjacent news and policy developments as they run their course.

Related to this, CAHRC received the findings of its perceptions research to inform the direction of its National Workforce Strategic Plan. This online quantitative survey was conducted by Ipsos Public Affairs on behalf of the Canadian

Centre for Food Integrity, where we took the public pulse on people's perceptions and understanding of the agriculture workforce. In the following pages, we will share highlights of those findings, what they mean for the industry, and the direction that needs to be taken to recruit non-traditional job seekers.


We will also have additional research that corresponds to each of NWSP's other pillars in the months and weeks to come. I believe the findings will inspire fruitful discussions that will help inform the direction of the NWSP as we look to build a strong, robust workforce for the future.

I look forward to keeping you informed on CAHRC's efforts. Happy reading! And as always, thank you for your support. If you have any questions, please do not hesitate to contact me.



All the best,

Jennifer Wright
Executive Director
**Canadian Agricultural
Human Resource Council**

A photograph of a woman with curly hair, wearing a white shirt and a green apron, working in a field. She is wearing gloves and is focused on her work. The background is a bright, sunlit field with green plants.

SPOTLIGHT: A SUBSIDY PROGRAM FOR THE NEXT GENERATION OF WORKERS

The Canadian Agricultural Human Resource Council (CAHRC) is helping address labour shortages in agriculture, particularly related to underrepresented groups like young Canadians.

CAHRC's Growing Opportunities Student Wage Placement Program (SWPP) provides financial support to agricultural businesses to hire post-secondary students. Although the program has only been in place since the fall of 2021, 155 employers have already benefited from more than 350 student placements and CAHRC is hoping to continue to build on that momentum.

To showcase some of the benefits of this program and understand the experience of its recipients, we spoke with Tanya Hsu, Talent Acquisition Coordinator with **Trouw Nutrition Canada**. Trouw has been part of the Canadian agriculture industry since 1937, providing nutritional services and

support to Canadian farmers. To strengthen their support, Trouw took advantage of CAHRC's wage subsidy program in 2022 and is planning to do so again this year.

Q: How did you find out about the wage subsidy program?

A: I was tasked to look into student subsidies, so I searched for both provincial and federal opportunities and found CAHRC's program. Since we operate across Canada, what made this subsidy so attractive was that you can apply for multi-province subsidies. Because CAHRC covers the entire country, it saved us a lot of time and effort applying for independent provincial programs.

Q: What labour gaps did you have that the wage subsidy helped fill?

A: Sometimes we can find locals who live in the area who come from an agriculture

background. But many of our locations are very remote and people are hard to find. This program has the potential to help us hire students for a range of jobs: lab technicians, production assistants, financial administrators, customer service reps, retail clerks, and warehouse personnel.

Q: Can you tell us about the students you've hired?

A: In 2022, we hired two students from a financial program in Manitoba. In 2023 we are planning to bring on 10+ students, mostly lab students studying in Quebec who will work with us on feed formulations. The two students we hired in 2022 through the subsidy program are now permanent employees of Trouw Nutrition.

Q: How did you find students to fill the positions?

A: We've found them in various ways. CAHRC has made post-secondary institutions aware of the wage subsidy program to help you find the students you need. That's a good option, particularly if there are colleges and universities that have programs related to the particular skills you're needing. We've also attended career fairs and posted jobs on our company website, as well as on Indeed.

Q. Why were you interested in hiring students?

A: We're looking to the future. This program is introducing a new generation to the field of agriculture to be able to take over when older generations retire. It initially requires a lot of close supervision, but we're hoping to increase interest in the animal nutrition sector. As a business, we're competing with other companies and want to get a leg up – and enthusiastic young professionals are going to give us that advantage.

Q: How do you think students benefit?

A: Well, it's a win-win situation for us and for the students. Instead of hiring someone with brand new credentials with little or no work experience, we're giving them the opportunity to apply the knowledge they learned from their education and gain the experience they need. We also don't pay just minimum wage; we pay what the market requires. This makes it possible for them to earn money during the school year, as well as gain insights into their field of study. What we do in our operations is not necessarily what you study in class. It's hands-on, so students get to explore what it's all about before they commit to it as a career.

Q: Can you tell us about CAHRC's support over the duration of the project?

A: The people at CAHRC are very helpful in explaining the process and respond quickly to my questions – they are always right there willing to help us by phone or email. And, once we submit all the documents at the end of the work term, we are paid right away. I give them kudos for that.

Q: How do you think the program benefits the agriculture industry as a whole?

A: We need people to work in agriculture, so the future of the industry depends on bringing the next generation into the field. We also need a reliable source of labour to continue to provide animal products as food for people to eat. These sorts of subsidies are one way to ensure that happens. All agriculture employers should consider taking advantage of the wage subsidy program. It's a terrific resource – and we're grateful for the support.

For more information on SWPP and how to apply, contact Kelsey Courtney, Program Manager, Agri Talent at kcourtney@cahrc-ccrha.ca

STAYING CONNECTED

CAHRC HAS A NEW BOARD CHAIR

We're pleased to announce that Peggy Brekveld (President of the Ontario Federation of Agriculture) has been acclaimed as Board Chair for the 2023- 2025 term, replacing Paul Glenn, who completed his 2021 – 2023 term as of June 20, 2023. The Executive Committee for the new two-year term is now comprised of Peggy Brekveld (Chair), Stefan Larrass (Vice-Chair, representing Flowers Canada Growers), Cyr Couturier (Treasurer, representing Canadian Aquaculture Industry Association), Brenna Mahoney (representing Keystone Agricultural Producers) and Connie Kehler (representing Canadian Herb, Specialty Agriculture & Natural Health Products Coalition). Read the [full news release here](#).



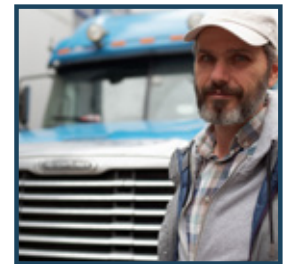
SUPPORT FOR YOU

CAHRC's Growing Opportunities project is open for the fall! Recruit through Canada's largest online campus recruiting platform and enjoy up to a \$7,500 subsidy for each student. Learn more and start your [application process here](#).



WAGE INCENTIVES

Are you an agricultural employer looking to train new truck drivers? Funding for driver training and wage incentives are available at Trucking HR Canada's Career Expressway. Through this initiative, you can receive up to \$10,000. [More here](#).



NEW PROGRAM ALERT

Our Agri Workplace Skills Training Program has launched! This program supports the training of both employers and employees through e-learning and on-the-job training. This includes providing employers a wage subsidy of up to \$5,000 per trained employee. [Learn more here.](#)



IN THE NEWS

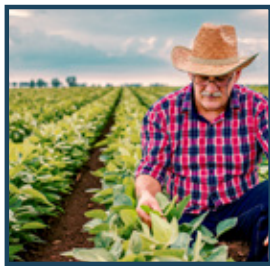
Our executive director Jennifer Wright was featured in National Newswatch for an op-ed she wrote on CAHRC's public perceptions research. [Read it here.](#)



She also spoke to RealAg Radio about the research findings and CAHRC's services. That [interview is here.](#)

OUR LMI SUMMIT

Mark your calendars for Nov. 1 for the Agri LMI Summit, where CAHRC is set to unveil insights that will help transform how we approach labour market challenges. [Register here.](#)



GET INVOLVED

Become a supporter of the National Workforce Strategic Plan, by showcasing our supporter badge. Contact us to [learn more.](#)



INNOVATION-COLLABORATION-AWARENESS
INNOVATION-COLLABORATION-SENSIBILISATION



CAHRC'S CORNER: TAKING THE PUBLIC PULSE ON AGRICULTURE

As part of CAHRC's ongoing mission to address the growing labour shortage in the sector, we have been conducting research to inform our path towards evidence-based solutions. Taking the public pulse allows us to detect knowledge gaps for potential job seekers.

Related to that, here are some of our key findings:

- Fifty-four per cent of those surveyed said they would be open to switching careers.
- Indigenous people, newcomers, and students showed greater interest in agriculture-related job opportunities than other population segments.
- Seventy-six per cent of Canadians have positive impressions of the industry, but an overwhelming 54 per cent were unable to identify a job other than 'farmer' in the agricultural sector.
- Many Canadians' perceptions of what a farmer looks like are outdated. According to respondents, farmers lacked diversity: 'older, man, laidback, weathered, and plaid' were common words respondents associated with their idea of the average farmer.

If there's one message behind these numbers, it's that, first and foremost,

there's an opportunity: We have a portion of the public that is receptive to different vocational prospects but lacks knowledge and understanding of the vibrant, diverse career space in agriculture.

We have work to do. Canadians, particularly Indigenous people, newcomers, and students, must envision themselves in our sector and be part of its future. We need bright minds to work in our food labs to understand how our food sources or agricultural products can help create a more efficient and sustainable food supply chain. We need grain elevator operators to ensure grain is purchased, transported, and stored before it reaches the market. We need agriculture engineers and mechanics to snuff out any equipment malfunctions as an additional way to keep the flow of commodities on pace, and we need veterinarians to provide compassionate care to help ensure our producers raise animals that have lived healthy, whole, dignified lives.

As we continue our work under the NWSP, the above findings, amongst others in our research, will be central to informing best practices and strategic approaches in attracting and retaining a new source of labour supply.



PERCEPTION AND AWARENESS OF INDUSTRY AND CAREERS

OUTDATED PERCEPTIONS OVERSHADOW AGRICULTURE JOB OPPORTUNITIES

In a recent survey commissioned by the Canadian Agricultural Human Resource Council, 54 per cent of Canadians could not name any other occupation besides 'farmer' when asked about jobs in the agriculture sector. When asked to describe a farmer, perceptions were also outdated. According to respondents, farmers lacked diversity: 'older, man, laidback, weathered, and plaid' were common words respondents associated with their idea of the average farmer.

GROWING AGRICULTURE AWARENESS IN NEW BRUNSWICK SCHOOLS

Delivered by the Agriculture Alliance of New Brunswick, Agriculture in the Classroom New Brunswick (AITC-NB) is a non-profit, charitable organization committed to providing accurate, balanced, and current curriculum-linked science-based agri-food resources, programs, and initiatives. Part of AITC-Canada, the national voice for agriculture education with a vision for agriculture in every classroom and inspiring every student, AITC-NB acts to engage New

Brunswick students and educators to enhance their knowledge of agriculture and food.

CANADIANS MORE CURIOUS ABOUT CELLULAR MEAT THAN AMERICANS

A new report on cellular food finds consumer interest in cultivated meat has increased in recent months. The *Canadian Foodtech Trends: Interest and Curiosity in Cellular Food Continues to Grow* report, co-created by the Canadian Food Innovation Network (CFIN) and Fiddlehead Technologies, provides insight into how interest and activity in cellular meat are progressing in Canada, and how that compares to our neighbours down south. It found cultivated meat is clearly a priority for food scientists. In the last five years, 22,800 papers have been published on this subject, which, based on data from Semantic Scholar, is the total number of publications on the subject before 2000. We're also seeing patent applications for cell meat technologies in both the U.S. and Canada. While the U.S. is leading the pack with 596 applications, we have 22 applications.

SCHOOL BUILDS AG FOCUS INTO CURRICULUM

Attracting the younger generation to farming is easier if they can be exposed to the field at an early age. Hands-on experience can be mind-changing for aspiring young agrarians. To that end, Altario Agriculture Academy in Altario, Alta., has been building a farm curriculum into its junior high and high school program for years. In 2016, Altario School, catering to kindergarten to Grade 12 students, took an agricultural focus through the Career and Technology

Foundations segment of the curriculum. Embracing the background of the surrounding county, the school established a community garden in a disused skating rink. It expanded from there.

THE FUTURE OF AGRICULTURE: YOUNG COMMUNITY FARMERS GROW THEIR CROPS AND BUSINESSES ON PUBLIC LAND

The future of the farming industry is being grown in a new way, and in new places, thanks to a new initiative sprouting in Fort Collins, Colorado. Young farmers are growing both crops and businesses on public land in Fort Collins as a way to manage the land while building businesses. Thanks to a partnership between Fort Collins and the Poudre Valley Community Farms, many startup agriculture companies are getting the launch they otherwise wouldn't have had.

INDUSTRY, FARMERS CALL FUZZY SUSTAINABILITY DEFINITION A BARRIER TO EMISSIONS PROGRESS

A survey finds producers prefer outcome-based incentives to reduce greenhouse gas emissions as well as tax credits and non-financial incentives such as improved extension services. Canadian farmers want a clear, common definition for sustainable agriculture and its associated practices, according to a recent survey from the Canadian Agri-Food Policy Institute. That would make it easier to navigate the programs and incentives available to encourage widespread adoption of those practices, according to comments from those who participated in the survey.

WHAT THE RAPID RISE OF NORWAY'S FARMED SALMON INDUSTRY MEANS FOR THE REST OF THE WORLD

The New Fish: The Truth about Farmed Salmon and the Consequences We Can No Longer Ignore is a devastating yet slyly humorous account of the harm caused by 50 years of salmon farming. Much of the book centers around Norway, the world's top producer and exporter of farmed salmon. There, the fish are primarily farmed in open net pens along the coast and in fjords, where escapes are common. The farmed fish spread disease, interbreed with wild salmon, and ultimately contribute to the sharp decline in Norwegian wild salmon populations.

The *New Fish* became a bestseller in Norway when it was published there last year. The clothing company Patagonia translated it into English and released it in July. In this engaging, fast read, investigative journalists Simen Sætre and Kjetil Østli punch holes in the Norwegian salmon industry's messaging about "working within nature."

According to their reporting, problems range from the many illnesses suffered by penned fish to sea lice and the pesticides used to treat them. The book also examines how the disappearance of wild salmon impacts Indigenous populations and rural fishing villages, and the ways salmon farming decimates other fisheries.

WORKPLACE PROGRAM FOR ADULTS WITH DISABILITIES GETS THEIR HANDS DIRTY TEACHING ALL THINGS AGRICULTURE

An employment training program that puts adults with disabilities to work in the

urban agriculture and hospitality sector is looking for a new set of participants. The Orchard program, led by Hutton House, helps people land a 12-week paid placement with employers in the sector. They take part in three weeks of in-class sessions where they upgrade their job skills in order to find long-term employment.

Workers learn everything from resume building to transportation training, workplace etiquette, and computer skills, among others. They also get hands-on lessons about food security and how to grow food in the program funded by Service Canada.





PEOPLE AND WORKPLACE CULTURE



ONE IN 10 QUEBEC FARMERS PLAN TO CLOSE THEIR BUSINESS

Farmers are particularly affected by inflation, to the extent that 11 per cent of them plan to stop or close their business, according to a survey conducted by the Union des producteurs agricole (UPA). The increase in the cost of production inputs, such as fertilizers, fuel, and seeds, was more than two times higher than inflation between January 2020 and September 2022, according to the UPA, which is asking for help from the Government of Quebec.

OLYMEL ANNOUNCES OTHER PLANT CLOSURES, INCLUDING THE ONE IN PRINCEVILLE

Olymel announced on Sept. 13 the closure of another Quebec factory in Princeville in

the Centre-du-Québec region. The decision affects the livelihood of 301 workers. The factory will cease operations on Nov. 10, the pork and poultry producer announced in a press release. Olymel indicated that it would allow certain employees to relocate within the company. Olymel has been restructuring for two years while the Quebec pork industry is going through a crisis, mainly due to the decline in exports.

FARM GROUPS CALL FOR EXEMPTION TO FILING UNDERUSED HOUSING TAX FORMS, CITING FINANCIAL AND ADMINISTRATIVE BURDEN TO FARM OPERATIONS

Half a dozen national farm organizations and their members are raising concerns about unintended consequences from the federal government's Underused Housing Tax (UHT) that took effect last year. The Canadian Federation of Agriculture,

Canadian Cattle Association, National Cattle Feeders Association, Fruit and Vegetable Growers of Canada, Ontario Fruit and Vegetable Growers Association, and Canadian Canola Growers Association have signed a letter written to National Revenue Minister (and former ag minister) Marie-Claude Bibeau, Agriculture Minister Lawrence MacAulay, and Finance Minister Chrystia Freeland asking to have farms exempted from the requirement to file a UHT return for each residential property each year.

AGREEMENT IN 27 METRO TORONTO MARKETS COULD BE USED ELSEWHERE

The approximately 3,700 union members of Toronto's Metro stores are returning to work after a month of being on strike. They ultimately voted in favour of a tentative agreement to see all workers receive an immediate wage increase of \$1.50 an hour. Full-time and part-time core workers will also benefit from a \$2 hourly wage increase within a few months. The Unifor union said it plans to try to replicate those gains in 13 labour contracts with grocers in other regions across the country that are set to expire before the end of next year.

EXTREME HEAT IS FORCING AMERICA'S FARMERS TO GO NOCTURNAL

Rising temperatures in key agricultural regions across the United States are leading more farmers to harvest in the middle of the night to safeguard the quality of their crops. There isn't much data on the pervasiveness of night harvesting, but agriculture experts and farmers say the practice is becoming an important part of the industry's future.

STATSCAN SAYS FARM HOUSEHOLDS BECOMING MORE DIVERSE, SMALLER

Statistics Canada (StatsCan) has published data providing a socioeconomic snapshot of Canada's evolving farm population. As of 2021, the farm population represents just 1.6 per cent of the total population in Canada. But how are they categorized? Data from the census shows that the face of Canada's farm population is changing — farm households are becoming more diverse and smaller. Additionally, greater percentages of farm households are living in urban areas, while income continues to outpace that of the total population.





IMMIGRATION AND FOREIGN WORKERS

ATLANTIC BEEF PRODUCTS GOING TO BRAZIL TO FIND SKILLED WORKERS

Atlantic Beef Products is going abroad to find specialized staff because it's having a hard time finding the right workers on P.E.I. The meat packing company is heading to Brazil for a recruitment mission with the goal of finding between 15 and 30 workers who have experience in the beef processing industry. Company recruiters, with the help of provincial and federal immigration officials, will visit the Brazilian cities of São Paulo and Goiânia over a seven- or eight-day stretch in late September.

FARM LABOURERS TO RECEIVE GREATER PROTECTIONS UNDER BIDEN ADMINISTRATION PROPOSAL

Immigrant farm workers would receive a raft of new protections under a Biden administration proposal announced Sept. 12, which would boost safety requirements on farms and raise transparency around how such workers are brought to the U.S. to combat human trafficking.

The proposal would reform the H-2A visa program, under which hundreds of thousands of immigrants, mostly from Mexico, take on seasonal jobs in the U.S.

agriculture industry. The number of people admitted under the program has soared in recent years, as rapid hiring after the pandemic and a low unemployment rate has left many farmers scrambling for workers.

DRAMATIC RISE IN MIGRANT WORKER APPROVALS RAISES CONCERNS ABOUT IMPACTS ON CANADA'S HOUSING SUPPLY

Amid growing debate about the impact of international students on Canada's housing crunch, questions are also being raised about dramatic increases in temporary foreign workers (TFW) being approved by Ottawa — and how this could be exacerbating tensions within Canada's stretched housing market.

Last year, Canada approved more than 196,000 temporary foreign worker positions to employers who were authorized under the federal TFW program, according to detailed quarterly figures published by the federal government. This represents a 78 per cent increase over the number of migrant worker positions approved in 2021. It is also a 71 per cent increase over 2019 TFW approvals — the last year before travel disruptions caused by the COVID-19 pandemic.

REQUEST FOR COLLECTIVE ACTION TO ABOLISH CLOSED PERMITS FOR TEMPORARY WORKERS

The Association for the Rights of Home and Farm Workers (DTMF) is asking the Superior Court of Quebec to authorize a class action against the federal government. It seeks to have closed permits, which tie temporary foreign workers to a single employer, declared

contrary to the Canadian Charter of Rights and Freedoms.

The case, presented anonymously under the pseudonym AB, is that of a man from Guatemala who worked as a poultry catcher in Quebec. It opens a window into physically demanding work and difficult conditions, including skin diseases developed through contact with chicken excrement. Fearing being returned to his country of origin, the worker in question did not dare to complain, the document says. The legal action targets all migrants on closed permits across Canada since 1982, when the Charter came into force.





SKILL DEVELOPMENT

TRAINING FILLS THE GAPS BETWEEN AGRICULTURE AND TECHNOLOGY

Through an eight-week, 130-hour course, Palette Skills, a federally funded non-profit that has overseen an automation and digital agriculture specialist program for the past two years, hopes to train people to fill producers' employment needs. Depending on the program for which they're best suited, participants are trained by industry experts with hands-on, project-based learning in how emerging technologies apply to agriculture. Core areas include GIS (geographic information systems), IoT (Internet of Things), drones, artificial intelligence, robotics, and big data. The program's latest intake occurred in August, but more are approaching.

LEARNING ABOUT GRAIN FARMING WITH STEM

Good in Every Grain, the public outreach campaign from Grain Farmers of Ontario, has launched an award-winning science, technology, engineering, and math (STEM) program for Ontario Grade 3 classrooms. Good Every Grain's Ontario Farming STEMterprise is a unique teaching resource based on Ontario grain farming in coordination with the Ontario elementary school curriculum. Similarly, the Farming STEMterprise program created by the National Farmers Union United Kingdom brings agriculture into the classroom in a fun and exciting way for students and teachers alike.



GOVERNMENT OF CANADA INVESTS IN AGRICULTURE AND FOOD SECTOR, RURAL SKILLED JOBS

The Honourable Filomena Tassi, Minister responsible for the Federal Economic Development Agency for Southern Ontario, announced an investment of \$5 million for EcoPoly Properties Inc. to scale its Canadian-made, recyclable, and biodegradable plastic products for the agricultural and food services sector and create 54 rural skilled jobs. Information in French [here](#).

TAKING THE LONG-TERM APPROACH TO RECRUITMENT

Top Tech is a brand initiative at agricultural machinery company Case IH that aims to help its dealer network identify potential hires and get them the mechanical training they need to become qualified service technicians. Top Tech works with technical training

schools in Canada and the United States, providing them with training materials and other assistance. Those will help familiarize students with proprietary Case IH technologies and it can help get junior technicians up to speed quickly.





AUTOMATION AND TECHNOLOGY

BIOENTERPRISE RELAUNCHES FOODSHIFT PROGRAM WITH OPEN CALL FOR APPLICATIONS

With Government of Canada support through the Federal Economic Development Agency for Southern Ontario (FedDev Ontario), Bioenterprise Canada is relaunching its FoodShift program. FoodShift is a \$2.4-million green initiative to help southern Ontario food and beverage processing organizations future-proof their businesses by adopting and integrating clean technologies and/or process optimization projects.

CANADA INVESTS IN WORLD-LEADING CLIMATE-SMART AGRICULTURE AND FOOD SYSTEMS THROUGH GENOMICS

The Honourable Greg Fergus, Parliamentary Secretary to the Prime Minister and the President of the Treasury Board, announced nine new Interdisciplinary Challenge Teams (ICTs) made up of researchers from across disciplines, whose projects will translate genomics research and innovation into sustainable solutions supporting Canadian producers and a resilient national food system and supply chains.

The ICTs were announced on Sept. 6 at la Centrale Agricole in Montreal, the largest urban agriculture cooperative in Quebec, featuring TriCycle, a local start-up using genomics to reduce urban food waste. Canadian genomics research is generating new solutions to global challenges like climate change, public health, and food security. Canada has developed world-class strength in this revolutionary science and major economic sector through more than 20 years of investment.

MCGILL UNIVERSITY RESEARCHERS ON THE TRAIL OF A 'SUPER POTATO'

A team from McGill University is **looking into a possible “super potato”** after analyzing the genetic code of some 300 varieties of potatoes and their wild cousins. The pangenome the researchers have assembled combines the genetic characteristics of some 60 potato species. This analysis could one day lead to cultivating a “super potato” that is tougher and more nutritious than ever.

KEMIN OPENS FIRST FACILITY TO PRODUCE PROTEUS LINE OF CLEAN LABEL, DRY PROTEINS

Kemin Industries has opened a new manufacturing facility in Verona, Missouri, to produce its Proteus line of clean label functional proteins for a variety of meat and poultry applications. The 38,000-square-foot facility cost \$70 million and employs nearly 30 full-time workers in the Verona community. The production plant will have an initial capacity to produce enough functional protein to treat more than a billion pounds of meat, poultry, and protein-based applications.

IN CLIMATE FIGHT, EUROPE'S OLIVE, WINE PRODUCERS TURN TO TECH AND TRADITION

Farmers in Spain and Italy are turning to techniques ancient and modern to safeguard the production of regional favourites including olive oil and Prosecco as climate change forces them to rapidly adapt. In the face of extreme weather that has caused billions of euros in losses in both countries, farmers in Spain are rapidly rediscovering the traditional use of crops planted between trees to protect the soil in olive groves, while Italian counterparts are harnessing technology to make the best use of water resources.

Cover crops are now used on about 30 per cent of olive groves in Spain, according to Spain's agriculture ministry, with scientists and companies expecting rapid growth in the next few years. In Italy, where practices like cover crops were already widespread, more farmers are now pioneering digital technology to give them an edge, especially in water conservation. The extreme weather in 2022 caused damages estimated at 6 billion euros to farming.



UPCOMING EVENTS

2023 CONGRESS OF THE ORDER OF AGRONOMISTS
OF QUEBEC,
OCTOBER 19-20

2023 ACFFA AQUACULTURE RESEARCH, SCIENCE
AND TECHNOLOGY FORUM,
OCTOBER 25-26

ROYAL AGRICULTURAL WINTER FAIR,
NOVEMBER 3-12

ORGANIC ALBERTA 2023 CONFERENCE,
NOVEMBER 3-4

GALA NATIONAL ORDER OF AGRICULTURAL MERIT,
NOVEMBER 4

FARMFAIR INTERNATIONAL,
NOVEMBER 8-11

AWC EAST 2023 ADVANCING WOMEN IN AGRICULTURE,
NOVEMBER 19-21

CANADIAN WESTERN AGRIBITION,
NOVEMBER 20-25

AGEX: AGRICULTURAL EXCELLENCE CONFERENCE 2023,
NOVEMBER 21-23

GROW CANADA CONFERENCE,
NOVEMBER 28-30

NATIONAL FARMERS UNION ANNUAL CONVENTION,
NOVEMBER 23-25



CAHRC-CCRHA

Canadian Agricultural Human Resource Council
Conseil canadien pour les ressources humaines
en agriculture

WWW.CAHRC-CCRHA.CA