

Occupational Matrix for the On-Farm Sector

COMMODITY GROUP	CATEGORY 1 * NOC 8611, 8613		CATEGORY 2 * NOC 8431, 8432		CATEGORY 3 * NOC 8253	CATEGORY 4 * NOC 8253	CATEGORY 5	CATEGORY 6
	A	B	A	B				
	ENTRY-LEVEL	ENTRY-LEVEL, SEMI-EXPERIENCED	MID-LEVEL, EXPERIENCED	EXPERIENCED	SPECIALIZED	SUPERVISORY	MANAGEMENT	OWNER/ OPERATOR/CEO
Aquaculture	Line Labourer/Fish Plant Labourer, Farm Labourer	General Farm Worker/Hatchery Worker/Farm Assistant		Maintenance Worker, Hatchery Technician	Farm Technician (mussels, salmon), Production and Environmental Researcher/Scientist (halibut, salmon), Fish Health Technician, Workboat Operator	Supervisor, Assistant Hatchery Manager, Lead Hand/Assistant Manager (salmon)	Farm Manager/Production Manager/Site Manager/Hatchery Manager, Processing Plant Manager, General Manager	Farm Owner, Farmer, Farm Operator (all commodities)
Cattle <i>(includes beef and dairy)</i>	General Farm Labourer/Field Hand/Animal Care Labourer	General Farm Worker/Farm Assistant/Animal Husbandry Worker/Harvest Worker, Processing Worker	Animal Feeder, Equipment Operator, Calving Assistant, Milker	Pen Rider/Pen Checker, Experienced Farm Worker/Production Worker/Herd and Animal Worker, Field Equipment Operator, Feed Truck Driver/Feeding Equipment Operator, Livestock ID Administrator, Dairy Herdsperson	Animal Husbandry Worker/Animal Production Worker/Animal Care Worker/Herd Health Technician, Breeding Technician/AI Technician/Reproduction Technician/Genetic Planner, Truck Driver, Machinery Mechanic	Supervisor/Foreman/Head Herdsperson, Lead Milker/Head Milker/Milking Department Supervisor, Head of Calving, Feedlot/Yard Herdsperson, Lead Hand	Farm Manager/General Manager, Feedlot Manager, Production Manager/Department Manager/Calf Rearing Manager/Young Stock Manager/Breeding Manager/Pasture Manager	
Poultry and Egg	Egg Collector, General Farm Labourer	Barn Worker, General Farm Worker		Assistant Mechanic, Poultry Production Worker	Machinery Mechanic	Supervisor	General Manager/Poultry Farm Manager/Poultry Production Manager, Assistant General Manager/Assistant Farm Manager	
Swine	Animal Care Labourer, Barn Washer	General Farm Worker/ Farm Assistant/Animal Husbandry Worker /Animal Care Worker	Nursery Worker/Breeding Worker/Farrowing Worker/ Grow-Finish Worker	Swine Production Worker, Field Equipment Operator, Boar Stud Worker, Feed Truck Driver, Equipment/Machinery Operator	Machinery Mechanic, Truck Driver	Lead Hand, Swine Production Supervisor/Breeding Supervisor/ Nursery Supervisor/Farrowing Supervisor/Grow-Finish Supervisor	Farm Manager/General Manager, Production Manager/Breeding Manager/ Farrowing Manager/Nursery-Grower Manager	
Other Animal <i>(includes sheep, goats, bison, elk, llama, alpaca, horses, rabbits, deer, fox, mink)</i>		Harvest Worker, Barn Worker, General Farm Worker/Farm Assistant		Production Worker	Horse Trainer	Supervisor	Breeding Manager	
Crops <i>(includes grains, cereals, oilseeds, pulses, pastures, forages, seed, fibre)</i>		General Farm Worker/Farm Assistant		Experienced Farm Worker/Field Person/Field Equipment Operator, Swather/Combine Operator, Grain Production Worker	Truck Driver, Sprayer Operator, Crop Scout	Supervisor	Farm Manager/General Manager, Department Manager/Crop Protection Manager/Crop Manager/Shop Manager	
Field Fruit and Vegetable	Packing House Labourer/Sorter/Packer/Line Labourer, Picker	General Farm Worker/Farm Assistant/Field Fruit and Vegetable Horticulture Worker, Harvest Worker	Assistant Horticulturist/Maintenance Worker	Experienced Farm Worker/Field Person, Specialized Machinery/Equipment Operator	Pesticide Applicator, Machinery Mechanic, Truck Driver	Supervisor/Field Foreman, Field Fruit and Vegetable Production Supervisor, Lead Hand	General Manager/Operation Manager, Department Manager/Processing Manager/Plant Manager/Production Manager	
Tree Fruit and Vine	Packing House Labourer/Sorter/Packer/Line Labourer, Orchard/Vineyard Maintenance Labourer, Grape Harvest Labourer/Picker	Harvester, Assistant Pruner, Seasonal - Casual General Farm Worker/Farm Assistant		Experienced Farm Worker/Field Person, Viticulture Worker, Orchard Horticulture Worker, Tractor Operator, Machinery/Equipment Operator	Orchard Pruner, Pesticide Applicator, Truck Driver, Machinery Mechanic	Supervisor/Production Supervisor	General Manager/ Production Manager, Packing Line Manager	
Greenhouse <i>(includes fruit and vegetable), Nursery, Floriculture and Sod</i>	Greenhouse Labourer/ Harvester/Planter, General Farm Labourer/Field Labourer	Grader	Propagator, General Maintenance Worker	Experienced Farm Worker/Field Person, Machinery/Equipment Operator, Field Scout, Greenhouse Worker/Floriculture Worker/Nursery Worker	Irrigation Technician, Pesticide Applicator, Integrated Pest Management Specialist, Truck Driver, Machinery Mechanic, Horticulture Technician, Maintenance Worker, Specialized Greenhouse/Nursery/Sod Horticulture Worker	Lead Hand, Field Supervisor/ Container Grower Supervisor, Greenhouse/Nursery/Sod Supervisor	General Manager/Operations Manager, Head Grower/Lead Grower/Production Manager/Director of Production/Nursery Manager/ Grower Manager, Department Manager/Packing Line Manager/Maintenance Manager/Facility Manager, Assistant Grower/Assistant Manager	
Other <i>(includes herbs and spices, maple syrup, honey, tobacco, hemp, non-timber forest products)</i>	Honey Extraction Labourer/Indoor Labourer, Honey Harvester, Planter/ Harvester/Collector/Picker (herb & spice), Filling Crew Worker (mushroom), Runner (mushroom), Packaging Crew Labourer (mushroom), Mushroom Picker, Harvest Labourer (tobacco)	General Farm Worker, Apiary Worker/Outdoor Worker/ General Farm Worker (honey), Grader/Packer/Shipper (herb & spice)	Wharf Worker (mushroom), Waterer (mushroom), Field Equipment Operator	Farm Worker (maple syrup), Breeding Specialist (bees), Tunnel Crew Worker (mushroom), Horticulture Worker/Assistant Grower (mushroom), Horticulture Worker (tobacco)	Apiarist/Apiary Technician, Spawning Specialist (mushroom)	Quality Control Supervisor (herb & spice), Production Supervisor (maple syrup), Lead Hand/Field Foreperson (herb & spice, honey), Supervisor (mushroom), Supervisor (tobacco)	General Manager/Farm Manager, Mushroom Grower	

* Corresponding NOC codes

Identifying On-Farm Occupations

Through the *Identifying On-Farm Occupations* project, the Canadian Agricultural Human Resource Council (CAHRC) has identified occupations and examined the classification of work in the primary agricultural sector. CAHRC held a series of focus groups with producers from across the country to gather information about the work performed in the production of various commodities. Producers also described the skills, knowledge, experience and training that are required for these occupations. This information has been compiled into two documents:

- an occupational matrix of on-farm occupations;
- a description of each occupation listed in the matrix which outlines the tasks and responsibilities, as well as the knowledge and skills required to perform the job.

This information reflects the nature and scope of occupations in primary production and is meant to be used by the industry as a reference to build on as the sector evolves.

Increasing our understanding of the nature of work on the farm will enable us to define the skills and to identify the training required for these occupations. This information will assist employers in attracting and retaining workers to meet the demand for on-farm labour. The results of this project will be used by CAHRC to generate greater awareness of agriculture employment opportunities and career paths in the sector.

Legend

	CATEGORY 1		CATEGORY 2		CATEGORY 3	CATEGORY 4	CATEGORY 5	CATEGORY 6
	A	B	A	B				
	ENTRY-LEVEL	ENTRY-LEVEL, SEMI-EXPERIENCED	MID-LEVEL, EXPERIENCED	EXPERIENCED	SPECIALIZED	SUPERVISORY	MANAGEMENT	OWNER/ OPERATOR/CEO
RESPONSIBILITIES				Could include supervisory responsibilities.	Could include supervisory responsibilities.	Supervisory responsibilities.	Supervisory responsibilities, some decision-making authority.	Supervisory responsibilities, decision maker.
EXPERIENCE	No prior farm experience required.	Some previous farm experience desirable.	Previous farm experience required.	Extensive farm experience required.	Previous experience in specialty desirable.	Extensive farm experience required.	Extensive experience required.	Extensive experience required.
KNOWLEDGE / SKILLS	No specific knowledge/skills required.	Some basic knowledge/skills required (e.g. driver's license).	Some basic knowledge/skills required (e.g. welding, mechanics, carpentry).	Extensive knowledge/skills required.	Specialized knowledge/skills required.	Supervisory knowledge/skills required.	Industry-related and management knowledge/skills required.	Industry-related and management knowledge/skills required.
TRAINING / EDUCATION	On-the-job training provided.	On-the-job training provided.	On-the-job training provided.	On-the-job training provided. Previous training desirable.	On-the-job training provided. May have specialized training.	On-the-job training provided. May have post-secondary education and/or supervisory training.	On-the-job training provided. May have post-secondary education and/or management training.	May have science, business or agriculture post-secondary education.
SUPERVISION	Fully supervised.	Partial supervision required (e.g. can perform some tasks without supervision once instructed).	Minimal supervision required.	Little or no supervision required.	No supervision required but reports to a manager.	No supervision required but reports to a manager.	No supervision required but reports to a more senior manager or CEO.	No supervision required but may report to a Board of Directors.