

CAHRC
Canadian Agricultural
Human Resource Council



CCRHA
Conseil canadien pour
les ressources humaines
en agriculture

CFA  **FCA**
Canadian Federation
of Agriculture Fédération canadienne
de l'agriculture

Food and
Beverage
Canada



Aliments
et boissons
Canada

National Workforce Strategic Plan

for Agriculture and Food and Beverage Manufacturing

Partnering for a Strong Workforce

June 15, 2023

WHY A STRATEGIC PLAN?

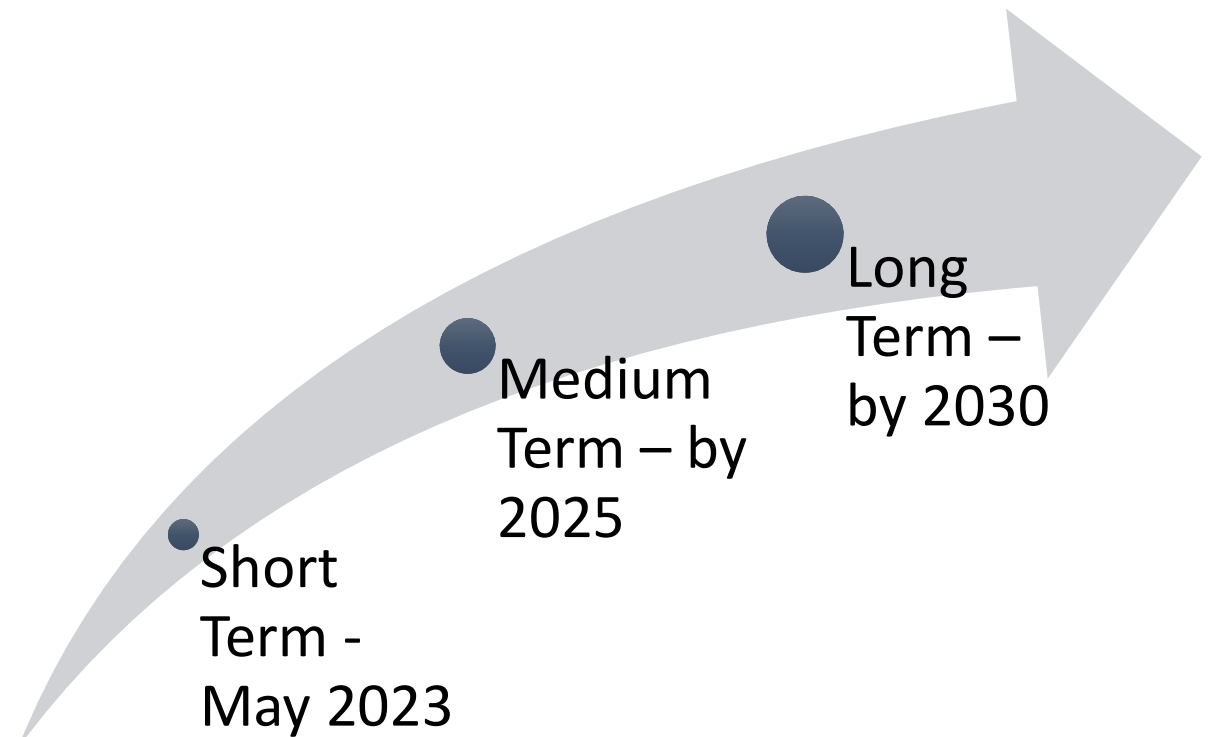
Canada's agriculture and food and beverage manufacturing sectors are facing a debilitating workforce crisis.

The result?

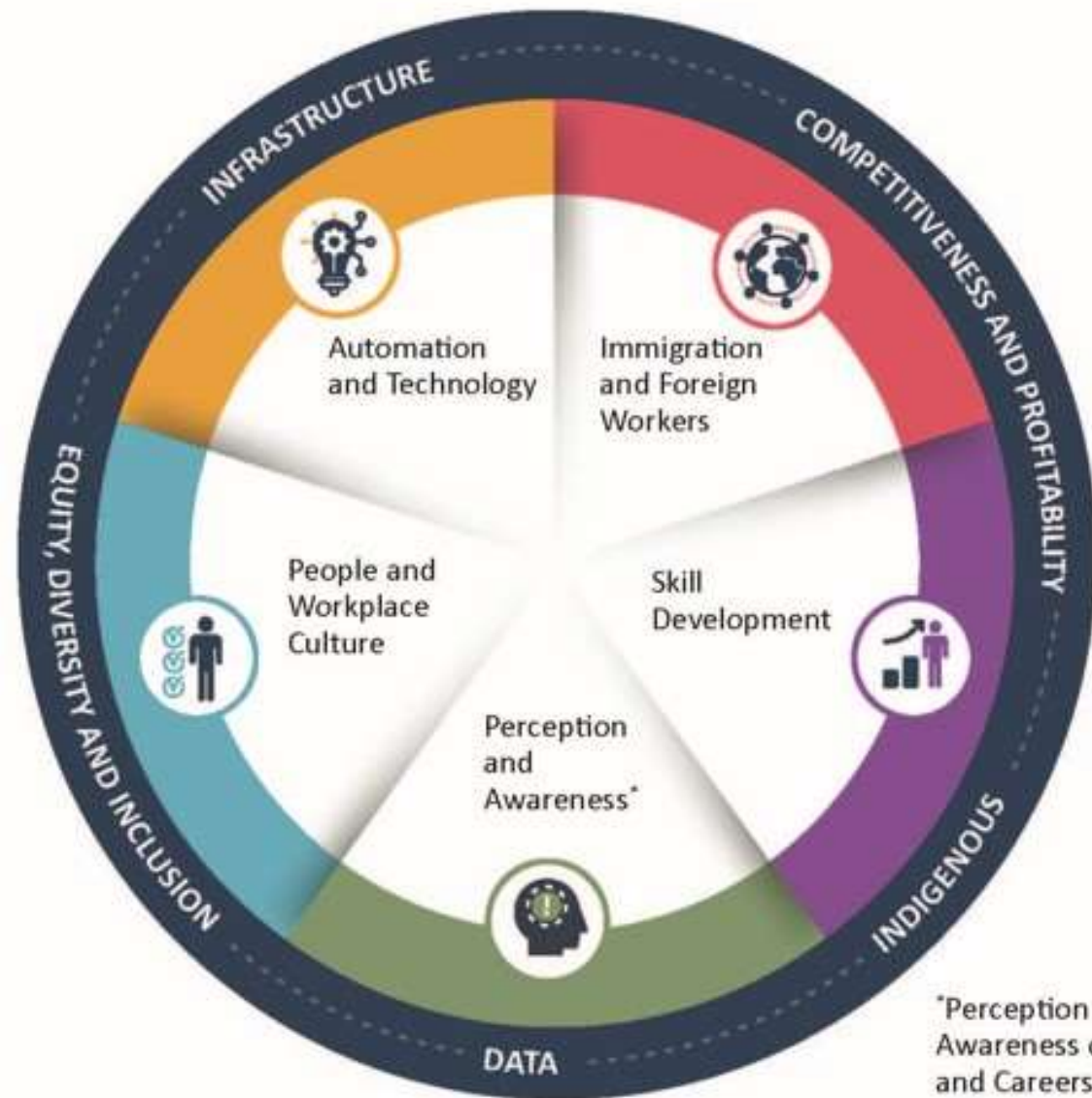
- ✓ Inhibited growth
- ✓ Lower revenues
- ✓ Missed opportunities

AN ACTIONABLE ROADMAP

The work will have positive impacts on the sector for the *long-term*



National Workforce Strategy for Agriculture and Food & Beverage Manufacturing



*Perception and Awareness of Industry and Careers



Industry Partnerships



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PERCEPTION AND AWARENESS OF INDUSTRY AND CAREERS

To attract the workforce of the future, industry must work to increase perception and awareness of the Canadian agriculture and food and beverage manufacturing sectors among potential workers, including those in underrepresented groups. This requires a focus on improving positive perceptions of employment in the industry and on raising awareness of career options.

National Workforce Strategic Plan for Agriculture and Food and Beverage Manufacturing



PEOPLE AND WORKPLACE CULTURE

Industry recognizes that to attract and retain workers, employees must develop Human Resources (HR) capacity and foster workplace environments that are attractive to job seekers.

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IMMIGRATION AND FOREIGN WORKERS

International workers – through permanent immigration and the Temporary Foreign Worker (TFW) program – plays a critical role in Canada’s agriculture and food and beverage manufacturing workforce. These workers make significant contributions to Canada’s food system and are vital contributors to their Canadian communities.

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SKILL DEVELOPMENT

A strong workforce is a skilled workforce. Canada's agriculture and food and beverage manufacturing sectors need to ensure strong alignment between the skills and competency requirements of the sector and the skills and competencies of employees and job entrants. This in turn requires knowledge of both current and future skills needs, and the ability to translate this into education and training programs through partnerships involving the sector, educators and training organizations.

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AUTOMATION AND TECHNOLOGY

Increasing the adoption of innovation and, longer-term, fostering a culture of innovation will be critical to ensuring the stability and growth of Canada's agriculture and food and beverage manufacturing sector. Greater adoption of innovation and technology will, however, also have a significant impact on the skills required in the sector. It will also play a key role in mitigating labour shortages in the sector and in enhancing the quality of jobs.



FOUNDATIONAL THEMES

- Competitiveness and Profitability
- Data
- Equity, Diversity and Inclusion
- Indigenous
- Infrastructure

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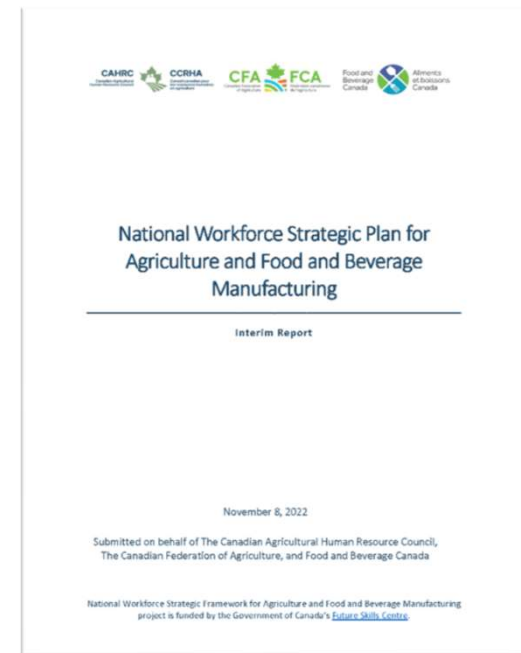
Interim Report

- An interim report was developed and shared with industry as well as government contacts
- Collected signatories for the report before submitting it to Minister Bibeau
- The report fully lays out the progress of the project highlighting key objectives, action items, and includes the SWOT analyses from all working groups



Consortium Meeting

- Event held to update industry and government on the progress of the project, as well as to collect additional feedback from industry



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Skills Symposium

- Objectives was to inform and advance the Skills Development Pillar in the National Workforce Strategic Plan by:
 - Identifying the skills that will be needed to equip the workforce of the future;
 - Clarifying how workforce skill requirements will be kept current, accurate and meet the needs of the sectors; identifying how those skills will be developed – how we will drive change in the sector and;
 - Clarifying how Skills Development links with other pillars in the National Workforce Strategic Plan.



AAFC Collaboration

- Constant collaboration with AAFC Labour Policy Branch developing Minister Bibeau's Labour Strategy
- Opportunity to speak with department committees (Skill Development Table, Animal Protein Roundtable)

CAHRC RESEARCH PLANS



National Workforce Strategy for Agriculture and Food and Beverage Manufacturing:

Impacts of Innovation & Technology on Labour Needs
Equity, Diversity and Inclusion
Industry Perceptions by Non-Ag and Food People
Compensation



CAHRC RESEARCH PLANS

National Workforce Strategy for Agriculture and Food and Beverage Manufacturing



Impacts of Innovation & Technology on Labour Needs

- *Skills research to inform the discussion of developing a National Skill Database – June 2023*

Equity, Diversity and Inclusion

- *Understanding the barriers to entering the agriculture sector and developing tools to provide a more inclusion workplace*

Compensation

- *Monetary and non-monetary benefits for the pork and salmon industries and developing a benchmarking tool for compensation*

CAHRC RESEARCH PLANS

National Workforce Strategy for Agriculture and Food and Beverage Manufacturing



Identifying and Addressing Barriers to Attracting Non-Traditional Job Seekers

- *FPSC has performed perception research for food and beverage this research will look at primary agriculture – June 2023*

Post Secondary Work Integrated Learning

- *Environmental scan of how existing program effect employment opportunities post graduation*

Infrastructure Needs

- *Environmental Scan to understand the varying states of readiness to attract and retain workers for the agriculture and food and beverage manufacturing sector*

CAHRC RESEARCH PLANS

National Workforce Strategy for Agriculture and Food and Beverage Manufacturing:



Importance of Temporary Foreign Workers

- *High level scan quantifying the economic importance of temporary foreign workers - June 2023*

Readiness to Adopt Automation and Technology

- *Environmental scan of companies readiness to adopt automation and technology in agriculture and food and beverage manufacturing*

AgriDiversity

Engaging Indigenous Agriculture Producers and Stakeholders

- Held an Indigenous Agriculture session at CFA's Summer 2022 meeting
- Sharing Circles series – currently underway
- Indigenous Women in Agriculture – project focused on community gardens and mental health
- Indigenous Youth Engagement – indigenous agriculture for indigenous communities



AgriDiversity



Equity, Diversity and Inclusion in Agriculture

- Secretariat and Steering Committee Member, Canadian Agri-Food EDI Working Group
- NWSP EDI Working Group has completed work related to NWSP
- Preparing a more formal delivery program of tools, training and support for industry (e.g. training, webinars, guides, on-line community)

Women in Agriculture

- National Women in Agriculture – CAHRC Secretariat of provincial Women in Ag groups
- Women in Agriculture Leadership Program – providing leadership opportunities for women in agriculture

ADJOURNMENT

Phyllis MacCallum
Program Manager –
AgriLMI & AgriDiversity
pmaccallum@cahrc-ccrha.ca

