



**CAHRC-CCRHA**

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

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## AgriWorkforce Newsfeed

### *Fil d'actualité sur la main-d'œuvre agricole*

Latest Headlines for CAHRC Partners / *Dernières nouvelles à l'intention des partenaires du CCRHA*

For Distribution to Your Association Membership / *À distribuer aux membres de votre association*

The **AgriWorkforce Newsfeed** is a weekly news update for partners of the Canadian Agricultural Human Resource Council (CAHRC). It is provided as an information service only. Inclusion of any information does not represent official positions, opinions or support by CAHRC or its membership. The information is collected from a variety of sources and circulated as information only.

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*Le Fil d'actualité sur la main-d'œuvre agricole est un suivi hebdomadaire des nouvelles les plus récentes préparé à l'intention des partenaires du Conseil canadien pour les ressources humaines en agriculture (CCRHA). Il constitue un service d'information seulement. Son contenu n'exprime pas une position, une opinion ou un soutien officiels du CCRHA ou de ses membres. Les renseignements qu'il contient sont recueillis auprès de diverses sources et sont distribués à titre d'information seulement.*

**CAHRC'S CORNER**

**Support for you:** We're proud to introduce the **AgriWorkplace Skills Training Program**. We're proud to introduce the AgriWorkplace Skills Training Program. The initiative includes a wage subsidy of up to \$5,000 per employee, or up to \$7,500 for under-represented groups, plus transportation. Did we mention there's also childcare support? [Details 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](#).

**Get involved:** Our National Workforce Strategic Plan aims to address some of Canadian agriculture's most pressing labour issues. You can support the plan and our related work by [visiting our website](#). We also have a supporter badge you can showcase—contact us if you're interested.

**New data... Coming soon:** Mark your calendars! November 1, we're hosting our virtual Agri LMI Summit. This event will unveil data that connects the dots on key labour supply and demand knowledge gaps. Learn about these important insights that will help us get closer to addressing our workforce challenges. [Sign up here](#).

**On the pod:** Our executive director, Jennifer Wright, is hitting the airwaves of Agriculture and Agri-Food Canada's "The First Sixteen" podcast. In this [most recent episode](#), she gets down to the nitty-gritty of the National Workforce Strategic Plan and how it will play a formative role in tackling the sector's labour shortages.

**In case you missed it:** Our executive director Jennifer Wright spoke about CAHRC's most recent research that took the public pulse on **perceptions of agriculture**. Her interview recap with *Real Agriculture* on Real Ag Radio [is here](#).

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## POLICY, RESEARCH, AND NEWS TRACKING

### Industry Perceptions and Awareness

#### [Transport Canada launching consultations on rail policies, including MRE for grain shippers](#)

Transport Canada is launching consultations regarding some of its rail policies, including the maximum revenue entitlement for grain shipments, extended interswitching, shortlines, and other regulations that fundamentally affect grain transportation. Separate in-person consultations with shippers and railways are scheduled to be held in Ottawa, Saskatoon, and Winnipeg starting this coming week and wrapping up by November 1. Other stakeholders, including provincial governments, have until November 15 to submit comments online. [Read more...](#)

#### [Senate inquiry launches, looking into public land use](#)

The Honourable Rob Black, Senator for Ontario, has tabled and spoken about his inquiry in the Senate regarding land use in Canada. As chair of the Senate Standing Committee on Agriculture and Forestry (AGFO), as well as an 'AGvocate' for the industry, Black has noted many times that protecting valuable soils and prime agricultural and forest land is essential to Canada's food supply chains, economy, and environment. In his tabling speech, Black expressed his serious concern about the slow reduction of Canada's valuable farmlands. [Read more...](#)

### Immigration and Foreign Workers

#### [QS brise la volonté d'unité de la ministre Fréchettesur les immigrants temporaires](#)

Le gouvernement Legault a échoué mercredi dans sa tentative de faire parler l'Assemblée nationale d'une seule voix en matière d'immigration : Québec solidaire a bloqué une motion qui demandait au gouvernement fédéral d'améliorer la façon dont il identifie et contrôle l'arrivée

des immigrants temporaires.

La ministre de l'Immigration, Christine Fréchette, tentait de donner suite aux données révélées par Statistique Canada la semaine dernière. Selon ces données, le nombre d'immigrants temporaires est passé de 322 000 à 471 000 au Québec entre juillet 2022 et juillet 2023. Dans sa motion, la ministre Fréchette demande à Ottawa de procéder à un décompte plus fréquent et plus efficace. Elle invite également le gouvernement fédéral à revoir ses politiques afin de respecter la capacité d'accueil du Québec. [En savoir plus...](#)

#### [Migrant farm workers keen to return home as growing season ends](#)

Every year, Ontario fruit and vegetable growers employ approximately 20,000 seasonal and temporary foreign workers through the government-regulated Seasonal Agricultural Worker Program (SAWP) and the agricultural stream of the Temporary Foreign Worker (TFW) program. For SAWP workers in particular, their time in Ontario is seasonal and linked to the farm work that needs to be done to grow, manage, and harvest fruit and vegetable crops, and fall is an eagerly anticipated time after being away from families, friends, and homes for months at a time. [Read more...](#)

#### ['In need of a critical rethink': Senate Committee studying Canada's temporary foreign worker program](#)

Each year, Canada relies on tens of thousands of temporary foreign workers to harvest our fruits and vegetables, package our meat, and process our seafood, among many other things. They come here from countries like Jamaica, Guatemala, Mexico, and the Philippines, often paid minimum wage for their labour. As Canada increasingly relies on these workers, a Senate committee is studying the country's temporary foreign worker program to examine how well it's operating and identify areas for improvement. It also comes as a United Nations expert denounced the program, calling it "breeding grounds for contemporary forms of slavery." [Read more...](#)

## **People, Wages and Workplace Culture**

### [Research reveals women are making extraordinary contributions to farming in Canada, yet they face significant challenges](#)

Farm Management Canada in partnership with CentricEngine released some new research that sheds light on the crucial roles of farm women in influencing farm success in Canada. This comprehensive research, titled “Expanding Opportunities for Canadian Agriculture by Understanding the Experience of Farm Women,” underscores the indispensable contributions of women and offers a compelling narrative that highlights opportunities to foster a shift in the industry by supporting the unique needs of farm women.

Results reveal women are making extraordinary contributions to farming in Canada with a high degree of involvement in virtually every aspect of the operation. The level and satisfaction with communication about the farm proved to be a critical dimension in determining the nature of the experience of farm women. Other critical dimensions include women feeling valued and supported with their skillsets utilized. [Read More...](#)

### [Strong growth in food and beverage manufacturing, despite inflation challenges](#)

Sales for Canada’s food and beverage sector are forecast to surpass \$164 billion this year, exceeding initial projections by 3.2 per cent, according to the [2023 Food and Beverage Report: Mid-year update](#) from [Farm Credit Canada \(FCC\)](#). While positive news, a number of considerations continue to weigh on the sector.

Both food and beverage manufacturers saw a strong increase in nominal sales in the first half of 2023, with an increase of 8.4 per cent for food manufacturing and 7.3 per cent for beverage manufacturing. Grain and oilseed milling, and bakery and tortilla products led in growth with increases of more than 15 per cent year over year. However, the growth rate in the sector is more modest when accounting for inflation. [Read More...](#)

### [Ottawa allonge 333 millions pour aider à traiter les surplus de l'industrie laitière](#)

Ottawa vient à la rescousse des transformateurs et des producteurs laitiers qui se débattent avec ce qui reste du lait après l'extraction de la matière grasse, principalement pour fabriquer du beurre ou de la crème. Ces résidus, appelés solides non gras du lait (SNL), sont riches en protéines et en minéraux, mais doivent être transformés pour avoir une seconde vie auprès des consommateurs. Cependant, une part de plus en plus importante de ces solides est inutilisée

en raison des changements dans les habitudes de consommation. Les accords commerciaux, notamment ceux conclus avec les États-Unis, le Mexique et l'Europe, ont également créé beaucoup d'incertitudes pour les entreprises en ce qui concerne la transformation du lait écrémé. [En savoir plus...](#)

### [Une Famille au pays de l'ail noir](#)

In a field in the Beauceron village of Saint-Honoré-de-Shenley, nuggets worth their weight in gold are growing. The Binette-Lessard family is hoping to make black garlic “as essential in the fridge as Dijon mustard.” Since 2018, Amélie Lessard and her partner of 25 years, Stéphane Binette, have been experimenting with black garlic in the field and in the kitchen. They have developed marinades, salts, purees, vinegars, and jellies, inspired by a century-old Japanese technique. [En savoir plus...](#)

### [Hausse du prix des terres agricoles: coup dur pour la relève dans Chaudière-Appalaches](#)

Sylvain Laflamme et sa conjointe sont locataires d'une ferme laitière et des terres qui l'entourent à Saint-Charles-de-Bellechasse. Ils caressent le rêve de la racheter au propriétaire d'ici quelques années, mais la hausse de la valeur des terrains dans la région met ce rêve en péril. En 2020, ils se sont mis d'accord avec le propriétaire de la ferme pour la reprendre, et leur objectif a toujours été de posséder un jour le bâtiment et les terres. Cependant, ils ne sont plus sûrs de pouvoir se le permettre. [En savoir plus...](#)

### [Senate hears new ideas on carbon tax exemption](#)

New ideas continue to come forward in the debate over whether propane and natural gas used on farms should be exempt from carbon pricing. The Senate Agriculture Committee is examining C-234, [which passed the House of Commons earlier this year](#). Last week members heard from farmers and other stakeholders who are grappling with the idea that the price signal sent by a carbon price encourages change that benefits the environment. [Read more...](#)

## **Automation and Technology**

[Vet app, grain data tech, biostimulant among innovation winners](#)

Exhibitors with innovative products were recognized last month during Canada's Outdoor Farm Show. There were 22 unique applications, and winners were chosen by a panel of five industry representatives. The technologies had to be commercialized, or have proof of copyright or patent application, to enter the competition. Some award recipients included London, Ont.-based A+L Canada Laboratories Inc. for its biostimulant, AL-Bio7. The product is CFIA-registered and works to improve soil and plant health by harnessing the beneficial properties of a proprietary bacterial strain, AL-336. Quebec-based Agrilog won in a different category for its platform that simplifies the management and traceability of grain inventories. St. Catharines, Ont.-based Clean Works was awarded a prize for its Clean Flow process, which uses light, a gentle mist, and ozone to cleanse produce as it passes under a conveyor hood. [Read more...](#)

#### [From AI to robot butchers, automating the meat packing industry is not cut and dried](#)

The Canadian agriculture industry has introduced [many](#) new technologies over the last decade, from data systems [advising](#) farmers [when](#) to spray, seed, and harvest their fields to [robotic](#) milking machines and AI to create the ideal facilities to grow [crickets](#). Meat processing plants are advancing, too – just not nearly as fast. Artificial intelligence, automation, and robotics are reshaping many parts of the economy, and experts say the meat-processing sector could benefit from improved technology to overcome labour shortages, improve food safety and remain competitive against alternatives like plant-based proteins. Still, change has been slow. [Read more...](#)

## Skill Development

#### [Université Bishop's: un programme novateur en agriculture durable](#)

Former une nouvelle génération d'étudiants à l'agriculture écologique et leur donner une compréhension globale du fonctionnement des agroécosystèmes, tel est l'objectif du programme Sustainable Agriculture and Food Systems (ASAD) proposé par l'Université Bishop. L'ensemble de la chaîne de valeur est pris en compte dans le matériel de cours, de la terre à la table. Tous les cours sont également consacrés à l'agriculture durable, et la formation se veut très concrète et axée sur l'apprentissage par l'expérience. L'école dispose également d'une ferme pédagogique et d'un laboratoire en plein air qui permet aux élèves d'explorer et d'expérimenter. [En savoir Plus...](#)

### [RESEARCH MENTORSHIP 'FILLS IN THE GAPS' BETWEEN SCIENCE AND AG](#)

Primary producers and agriculture researchers have a shared goal: to find the best and most profitable ways to produce crops and livestock. The Beef Research Mentorship Program has worked to bridge those gaps by pairing science-driven “mentees” with industry-hewn “mentors.” The application process is fairly simple. Beef Cattle Research Council staff members assess mentee candidates based on a number of factors but they must have passion for the beef industry. Each chosen mentee is teamed with two mentors who work in the Canadian beef industry. Although they are often primary cattle producers, anyone who works in the industry can be a mentor. [Read more...](#)

## EVENTS

- [GALA AGRICULTRICES DU QUEBEC](#), OCTOBER 14
- [CANADIAN AGRICULTURAL SAFETY ASSOCIATION CONFERENCE](#), OCTOBER 16-17
- [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
- [NATIONAL ORDER OF AGRICULTURAL MERIT CEREMONY](#), NOVEMBER 4
- [CANADIAN WESTERN AGRIBITION](#), NOVEMBER 20-25
- [NATIONAL FARMERS UNION ANNUAL CONVENTION](#), NOVEMBER 23-25
- [GROW CANADA CONFERENCE](#), NOVEMBER 28-30

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