



'voice for the BC landscape horticulture industry'

# BC Agricultural Horticulture Sector

Labour Market Partnerships Project

Phase 1: Sector Engagement  
Final Report  
February, 2017

BC Landscape & Nursery Association

Canada 



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## 1.0 Executive Summary

With funding support from the Ministry of Jobs, Tourism and Skills Training's (JTST) Sector Labour Market Partnerships (LMP) program, this project has engaged the following stakeholders identified as the Agriculture Horticulture (Ag Hort) Sector for this 5 Phase project. For the purpose of this study, Agriculture Horticulture is defined as 'plant crops'. The following sub-sector associations and their members were identified as potential participants:

- BC Honey Producers Association
- BC Blueberry Council
- BC Greenhouse Growers Association
- United Flower Growers Cooperative
- Fraser Valley Cole Crop Growers Association
- Pea & Bush Bean Growers Association
- BC Tree Fruit Growers Association
- BC Potato & Vegetable Growers Association
- BC Cranberry Growers, BC Grape Growers Association
- BC Strawberry Growers Association
- BC Cherry Association
- BC Raspberry Industry Development Council
- BC Landscape & Nursery Association

This group of sub-sector associations agreed to be participants in this project as Partnership Committee members. The governance structure of this Partnership Committee is described in detail in Section 7.0 of this report. The Honeybee sector is included in this grouping as it is not included in the animal (fur & feathers) sectors. Grain crops are not included in this sector.

This engagement activity was the first step in the five-phase process of informing, developing, implementing, and evaluating strategies designed to address labour market challenges identified and prioritized by the sector.

To clarify further the sector's workforce needs, a survey was conducted to determine labour market issues, challenges, and priorities. The following key themes emerged from the survey results:

- The sector's reliance on foreign workers through the SAWP program was evident. Survey respondents went so far as to say that if the SAWP program were not available, their farm would not be able to continue operating.
- 91% of companies indicated that they would prefer to hire domestic workers if they were available.
- SAWP workers support the skilled workforce.

- Employers' are currently focusing their recruitment efforts on attempting to address the urgent need for unskilled workers, but are also increasingly concerned with the growing shortage of skilled and manager level workers too.
- The growth in some sub-sectors was outpacing companies' ability to recruit skilled workers.
- Respondents identified upskilling of existing workers to be a challenge. Reasons cited included the cost of training, required absence from work and a general lack of awareness of training options and training incentives, particularly where apprenticeship programs were available.

The survey results also identified which positions that were most necessary, and which jobs went unfilled (see Section 9.1.) It should be noted that many companies reported posting advertisements for vacant positions consistently throughout the year for workers in various capacities, with limited response or success. And, while recruiting and training a sufficient number of workers to meet demand is a dominant concern, worker retention was also a significant issue.

The comments included in the Canadian Agricultural Human Resource Council (CAHRC) **Greenhouse, Nursery and Floriculture Labour Market Forecast to 2025** serve to highlight the challenge facing the sector:

*While turnover rates are above average for year-round workers, they are well below average for seasonal workers. Across all agricultural industries, the seasonal voluntary and involuntary turnover rates are 27% and 7%, respectively.*

*However, the variability in hours, including seasonality and long hours in season, is the key factor contributing to retention challenges for this industry. In fact, the 'greenhouse, nursery and floriculture' industry has one of the most pronounced seasonal patterns within agriculture. At its seasonal peak, the domestic workforce is typically 1.8 times its size at its seasonal low. If we assume that all foreign workers are seasonal, this ratio jumps to 2.3 times the lowest level.*

*Physical work is also a larger problem in this industry than in others, with 24.5% of operators citing it as a challenge, compared to 17% across the entire agriculture sector.*

*Within the industry, operators are particularly affected by the issue of insufficient wages and benefits, with 24% reporting it as a retention issue, compared to 18% of all agricultural employers.*

This project in its first phase has clearly indicated that human resource requirements are significant and complex in the ag-hort sector, requiring additional research to investigate the scope and details of skills and worker requirements, and to develop pathways to solutions for the industry.

## **2.0 Background**

### **2.1 Labour Market Partnership Beginnings**

This project was initiated by BC Agriculture Council (BCAC) and the BC Landscape & Nursery Association (BCLNA) after a presentation by JTST to the BC Agriculture Council meetings in June 2016, with all agricultural sectors participating. It was viewed with interest by the BCLNA, and upon discussion with other allied associations, the sector Agriculture-Horticulture (Ag Hort) group was formed.

Upon initial discussions with the BC Agriculture Council's member associations, all agreed that there was merit to investigating and researching options to access and train new workers to enter the sector. There seems to be no other programs available that provide this scope of inquiry and development of potential solutions for the sector.

### **2.2 BC Agriculture Council / BC Landscape & Nursery Association Background**

The BC Agriculture Council represents over 14,000 BC farmers and ranchers and close to thirty farm sector associations from all regions of the province, including all the sub-sectors included in this report. Their mission is to continually improve the social, economic, and environmental sustainability of BC agriculture. The BC Agriculture Council mandates include:

- Advocacy - Support and lead BC farmers and ranchers on key issues for agriculture in BC.
- Proactive Communication – Distribute relevant information to increase industry awareness.
- Deliver Resources – Provide programs, funding, and expertise to enhance the competitiveness, innovation, and viability of BC agriculture.

The BC Agriculture Council Objectives include:

- The long-term economic success of BC farmers and ranchers.
- Successful farms existing in harmony with the environment.
- BC farms that are a part of and support healthy, vibrant local communities.

The BC Agriculture Council is a non-profit, non-governmental organization that provides leadership in the advocacy and proactive communication of the collective interests of all agricultural producers in British Columbia, and facilitates the delivery of programs and services that benefit BC agriculture.

After the disbanding of the BC Federation of Agriculture, the BC Agriculture Council emerged in 1997 as the centralized, pan-agriculture farm organization in BC. The Investment Agriculture Foundation (IAF) through the Central Farm Working Group funded the establishment of the BC Agriculture Council. The IAF was mandated by the federal government to administer BC's portion of the federally established Canadian Adaptation and Rural Development Fund (CARD), a fund created in 1995 to foster growth, employment, and competitiveness in the agriculture and the agri-food industry.

The BC Agriculture Council is supported by its members which are BC producer and grower associations, each of which maintains its own membership of individual producers.

The BCLNA, a member of the BC Agriculture Council, represents over 500 nursery growers, landscapers, and garden retailers in the province of BC. The BCLNA is closely aligned with educational institutions and organizations, which provide training and services to the industry. Since 1958, the BCLNA has been the voice of the ornamental landscape industry in the province of BC, providing advocacy, services, and benefits to its members. Membership in the BCLNA is voluntary and the BCLNA is a not-for-profit industry association supported by its members.

The BCLNA is aligned with counterparts in other provinces under the umbrella of the Canadian Nursery Landscape Association which is itself a partner in the Canadian Ornamental Horticulture Alliance and a member of the Canadian Federation of Labour. The BCLNA also works with its national partners dealing with labour issues at the Canadian Agricultural Human Resource Council (CAHRC).

### **2.3 Current Labour Environment**

Currently, the sector has a high reliance on foreign workers, a dwindling supply of domestic workers, and a growing market demand for its products. The expanding demand for labour and the shrinking supply is presenting the sector with significant labour market challenges. While the growth in local and global market demand for products makes the sector's production look bright, labour challenges threaten the sector's growth potential, its productivity and its profitability.

Looking ahead over the next decade, the domestic worker pool is forecast to shrink. The gap between the available workforce and the sector's worker requirements will widen. This will create an even greater reliance on foreign workers and result in more jobs going unfilled due to lack of workers, which will have a negative impact on production levels, productivity targets, sales and on the sectors ability to maintain current levels of activity, let alone grow.

Although the sector has been successful in filling much of its low skilled labour gap with foreign workers, this level of reliance makes the industry vulnerable to policy changes.

This sector is also at risk due to an increasing demand for on-farm managers, farm supervisors, and specialists, as farm owners retire or step back from the day-to-day operations of the farm. Traditional farm succession patterns no longer apply: anecdotal evidence includes countless reports of farm owners' children expressing no interest in farm work, including farm management. While the adult children may maintain ownership of the farm, they require managers, supervisors and farm specialists to actively run the farm operation. It is therefore critical that the knowledge of the original farm's owner is effectively transferred to the managers or new owners through timely and organized transition processes. The selling of a farm business (particularly to someone entering the industry) is a long-term process, requiring several years of transition.

CAHRC's 2016 report (see **Appendix 1 – Greenhouse, Nursery and Floriculture Labour Market Forecast**

to 2025), highlights the following issues for the greenhouse, nursery and floriculture sub-sectors:

- The 'greenhouse, nursery and floriculture' industry is the largest agricultural employer in Canada, and the most reliant on foreign workers. Over the next decade, the industry faces a shrinking pool of domestic workers, a growing need for workers, and heavier financial losses due to labour shortages.
- In 2014, the 'greenhouse, nursery, and floriculture' industry employed 60,600 people (in Canada), or roughly 16% of the total agricultural workforce, making it the largest employer in the sector.
- Jobs in this industry tend to be highly seasonal and labour intensive with many products requiring hand picking and packaging. As a result, this industry has the heaviest reliance on foreign workers of any industry in the agriculture sector, with foreign workers accounting for 28% of the industry's workforce at its seasonal peak. Even with a high percentage of foreign workers, the industry was unable to fill 2,800 jobs in 2014.

While this report focused specifically on greenhouse, nursery, and floriculture, anecdotally, the same workforce issues exist in all the other Ag Hort sub-sectors to varying degrees.

WorkSafeBC data shows 2,199 companies involved in the Ag Hort sector. Indoor and protected crops represent 521 employers with 6,900 employees. Outdoor crops represent 1,678 employers with 5,540 employees. There are approximately 12,500 individuals employed in the Ag Hort sector.

Job openings in the sector to 2025 will total 6,450<sup>1</sup>. Sixty-seven percent of these openings will be in NOC 0821 managers in agriculture, with 3,110 openings, and NOC 8431 general farm workers, with 1,200 openings.

Due to the aging workforce of managers in agriculture, 100% of replacements will come from replacement of existing positions. Nine percent<sup>2</sup> of the new job openings in NOC 8432 nursery and greenhouse workers will need to come from new workers with the balance being replacement workers.

Wages in the Ag Hort sector range from minimum wage at the low end to a high of \$38.70 for specialized occupations such as biological technologists<sup>3</sup>.

The survey conducted to determine labour market issues, challenges, and priorities indicated that the sector's labour requirements would increase.

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<sup>1</sup> Canada. British Columbia. Ministry of Jobs, Tourism and Skills Training. Work BC Division. British Columbia 2025 Labour Market Outlook. 5th Edition. Victoria, B.C., 2016. <https://www.workbc.ca/getmedia/00de3b15-0551-4f70-9e6b-23ffb6c9cb86/LabourMarketOutlook.pdf.aspx>

<sup>2</sup> "Managers in horticulture (NOC 0822)." WorkBC Official Website - Explore Career Profiles. Accessed December 23, 2016. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/0822>.

<sup>3</sup> "Biological technologists and technicians (NOC 2221)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/2221>.



When asked for the reasons why, the following responses provided a very good prognosis for the future of the industry:

- 75% cited – Increased demand as the main reason for expansion plans
- 67% cited – Expanded product range
- 37.5% cited – Expand market to new potential purchasers
- 29% cited – Expand market to new regions

When asked what are the operating challenges relating to labour, there were four significant responses:

- 88.5% cited – Unskilled labour shortage
- 60% cited – Skilled labour shortage
- 58% cited – Lack of qualified applicants
- 91% cited – Prefer to hire domestic workers

Based on the findings of the survey, there is significant interest in addressing labour shortages in several areas to enable the industry to move ahead with growth. The response that indicated 91% prefer to hire domestic labour shows the commitment of the industry to hire Canadians first, and if there are insufficient workers available to fill the jobs, to then look elsewhere.

Regarding the preference for domestic workers vs SAWP workers, a ready supply of local labour familiar with the Canadian work-place culture and language helps mitigate many of the challenges associated with on-boarding, training, health and safety and other issues. There are also significant costs associated with bringing in guest workers through the SAWP program such as requiring translators for initial work days, extra supervision to ensure information is transferred in a culturally appropriate manner as well as expenses such as flights to and from the country of origin.

Ag-hort producers are hiring local workers as and where possible – both men and women. When and where there is no reliable domestic labour available, the SAWP program is currently the next best viable option.

While the Seasonal Agricultural Worker Program (SAWP) can provide temporary seasonal unskilled workers, the skilled worker shortage will become a critical limiting factor to technical and managerial requirements on farms and farming in this sector. Finding solutions to the industry's considerable labour challenges will ensure that it can thrive in the years to come.

### **3.0 About the Sector Labour Market Project**

The Ag Hort sector does not have hard data to substantiate and quantify anecdotal reports of labour shortages, labour supply and demand challenges specific to the sector, or the impact of these labour challenges on the ability of the industry to grow sustainably.

The Sector Labour Market Partnerships (LMP) project will assist the Ag Hort sector, sub-sector associations, and employers, to first understand and then respond to changing labour market demands in a strategic and informed manner. This five-phase project provides an opportunity to engage the sector (Phase 1), conduct a detailed labour market study (Phase 2), develop strategy (Phase 3), implement strategy (Phase 4), and evaluate the strategy (Phase 5). The process will uncover and identify broader sector and regional labour market issues, research strategy options for finding and attracting workers into the sector, and how to retain workers for the long term. It will also allow the sector to develop and implement processes to determine the skills required for different positions across the sector.

## 4.0 Groundwork and Preliminary Meetings

The industry is well connected; initial outreach involved the entire Partnership Committee described in section 7.3 of this report.

Possibly unique to this industry is that fact that each of the Ag Hort sub-sectors that contributed to this project have their own associations. Each of these associations have their own respective membership group, their own unique issues and their own unique personality. All the associations are well established. All have an Executive Director or CEO with a functioning Board of Directors.

Each association deals with the issues that are most important to their members. Human resources, particularly worker shortages, are a common issue across the group of sector associations. A preliminary meeting was held with members of all organizations to reach consensus on major areas of concern and to generate practical support for Phase 1 Sector Engagement.

The following members were present at the initial meeting:

- |                                 |   |
|---------------------------------|---|
| 1. Reg Enns                     | Chair BC Agriculture Council  |
| 2. Glen Lucas and Bunvir Niljar | BC Fruit Growers Association  |
| 3. Ken Denbock                  | United Flower Growers Cooperative   |
| 4. Debbie Etsell                | BC Blueberry Council  |
| 5. Linda Delli Santi            | BC Greenhouse Growers Association   |
| 6. Hedy Dyck                    | BC Landscape & Nursery Association  |
| 7. Bill Zylmans                 | BC Potato & Vegetable Growers Association   |
| 8. Lisa Craig                   | Raspberry Industry Development Council &<br>BC Strawberry Growers Association     |
| 9. Mike Wallace                 | Fraser Valley Cole Crop Growers Association &<br>BC Cranberry Growers Association |

Key observations from this initial meeting included the following:

- **Nursery:** There is an emerging labour shortage in the middle to upper production management levels throughout the nursery industry.
- **Potatoes:** Cannot find the equipment operators and Integrated Pest Management (IPM) specialists. Losing a lot of the family farms. Smaller farms are selling to neighbours – they would not sell if they had a manager.
- **Tree Fruits:** Large farms are consolidating – need skilled foreman and human resource specialists. Within the packing side, there is a big need with automation and equipment

maintenance. Small to medium sized farms are succeeding half the time, and the other half are sold – and there are fewer immigrants coming in now to buy farms.

- **Floriculture:** The biggest challenge is still with lack of low-skilled workers. On the medium skilled level, the universities have business horticulture degree(s) which will provide middle and upper management positions e.g. University of the Fraser Valley. Finding supervisory skill level people is always a challenge.
- **Blueberries:** Many farmers don't want their kids to work on the farm anymore. They use the Seasonal Agriculture Worker Program (SAWP). Farms are seeing a growth in foreign ownership and growing uncertainty regarding sources of supply of workers. The industry is growing resulting in shortages of labour in the packing facilities too. Some blueberry farms are also using the Temporary Foreign Worker Program (TFWP) Skilled Worker Program. Many new owners are coming from Asia, and they are not able to determine where their workforce will come from. It was notable at the last BC Blueberry Council AGM that there were more people from China at the meeting than previously had been the case. New Chinese owners plan to send product back to China. Often, the new owners will get the previous farm owner to be the manager of the farm. The same is seen to be true with packing house businesses.
- **Vegetable Greenhouse:** Seems to be shortage of mid-level people and head growers. There was a time when farmers brought in growers from Netherlands. This is no longer an option. The low-skilled workforce is made up of a combination of SAWP and Farm Labour Contractors. A farm labour contractor provides labour to producers in connection with the planting, cultivating or harvesting of agricultural products. Although the workers may work on a variety of farms owned by different producers, they are the employees of the farm labour contractor.<sup>4</sup>
- **Cole Crops and Cranberries:** Most farms use SAWP workers. The cranberries sub-sector uses SAWP for low skilled positions. Cranberry farms have not seen wide-spread selling of farms as there is a greater tendency for children to assume management of the farm. However, there is a growing demand for supervisors.
- **Berry Crops:** Like the blueberry industry, the children of farm owners work in skilled jobs off the farm during the day. Farmers are relying on SAWP for labourers and anticipate that children may assume ownership of the farm.

Two issues became clear: as the sector relies so heavily on SAWP workers for the low skilled workforce, any policy change may have a significant impact on the sectors ability to operate. Also, in the next decade, it is anticipated there would not be enough skilled workers at the various supervisory and management level to organize the SAWP workers to run the farm.

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<sup>4</sup> <http://www2.gov.bc.ca/gov/content/employment-business/employment-standards-advice/employment-standards/factsheets/farm-labour-contractors>

## 5.0 Identify Scope and Breadth of Industry

In this sector, the following sub-sector associations and their members were identified as participants:

- BC Greenhouse Growers Association
- BC Blueberry Council
- BC Cherry Association
- BC Cranberry Growers Association
- BC Fruit Growers Association
- BC Grape Growers Association
- BC Landscape & Nursery Association
- BC Potato & Vegetable Growers Association
- BC Strawberry Growers Association
- Fraser Valley Cole Crop Growers Association
- Fraser Valley Pea & Bush Bean Growers Association
- Raspberry Industry Development Council
- United Flower Growers Cooperative

The specific scope of the industry for this project includes producers of greenhouse vegetable and floriculture, nursery, berry, tree fruit, grape, and vegetable/fruit field crops.

British Columbia's Ag Hort professionals work in specialized fields within the broader agriculture horticultural sector. Ag Hort producers organize, direct, control and evaluate the operations and functions of farms and indoor or protected crop operations. They are responsible for growing and marketing crops. General Ag Hort workers plant, cultivate, and harvest crops as well as maintain and repair equipment and buildings.

### 5.1 Current Situation

WorkSafeBC data shows 2,199 companies involved in the Ag Hort sector. Indoor and protected crops represent 521 employers with 6,900 employees. Outdoor crops represent 1,678 employers with 5,540 employees. There are approximately 12,500 individuals employed in the Ag Hort sector.

Employers and workers are required to handle a variety of mechanized tools, chemicals, and plants. Larger operations require specialized equipment and highly skilled horticulture managers.

The BC Agriculture Council reports frequent and persistent challenges in recruiting skilled and unskilled workers for the AG Hort sector. The coordination of employers' efforts and sector collaboration to address labour and skills shortages has not occurred. The large number of small employers and associations has made a systematic assessment of the size and nature of the labour market imbalance difficult. The BC Agriculture Council, its members, and its related associations, recognize the need to

coordinate a labour market study to research the issue to develop solutions and approaches to addressing labour challenges. While traditional sources of workers are shrinking, the sector feels it does not have the knowledge to prepare for, and make fuller use of, new sources of labour including newcomers and refugees.

As indicated earlier in this report, this sector is highly dependent on foreign workers primarily sourced through the Seasonal Agriculture Worker Program (SAWP). Approximately 6,500 SAWP workers are estimated to have arrived in BC in 2016, up 15% from 2015. **Appendix 2 – BCAC Council Capsule**

While SAWP workers from Mexico represent the highest percentage of foreign workers, there are other low skilled foreign workers sourced through the regular and agriculture stream of the Temporary Foreign Worker Program (TFWP). Additionally, some sub-sectors are highly reliant on the domestic Indo-Canadian community and farm labour contractors.

Many high skilled workers are also sourced from off-shore. This is particularly true in the greenhouse, nursery and floriculture sub-sectors where workers are recruited from the Netherlands, Ecuador, and other countries that have advanced science and technology within the sector.

### **The current agriculture industry landscape:**

Activity in this sector is typically seasonal. Most of the sector's activity is located around Metro Vancouver, the Fraser Valley, and Vancouver Island where outdoor crops have an extended growing season compared to the rest of Canada, but it remains essentially seasonal. This is true too of the Okanagan region too, where seasonal labour is associated mostly with tree fruits, grapes, and a range of field crops.

The region's mild winter conditions allow for the growth of protected and indoor crops too. Jobs associated with such operations are year round. The indoor and protected crops of greenhouse and nursery production account for 24% of employers and 55% of workers for the sector. The greenhouse and nursery production sub-sectors represent 54% of the payroll for the sector.

The increased demand for export product has boosted the requirement for more packaging and value added for the sector, which also increases the workforce requirements of the sector.

The lack of available workers at all skill levels is limiting the growth and profitability of the sector. However, the sector needs to know where that labour could be sourced from, how many workers the industry needs at the different skill levels, and labour requirements in different regions of the province.

Another distinctly new issue is the potential opportunity to access labour from the refugee and immigrant populations. Further exploration is required and would include an examination of practices to integrate workers, required language and skills training, workplace culture and cultural accommodation and inclusion.

**Current Worker Statistics from WorkSafeBC: Total Current Workers: 12,440**

- Greenhouse vegetable: including floriculture. Representing organization(s): BC Greenhouse Growers Association, United Flower Growers Cooperative
  - Employers: 240
  - Payroll: \$138 million
  - Workers: 4,300
- Nursery. Representing organization(s): BC Landscape & Nursery Association
  - Employers: 281
  - Payroll: \$93 million
  - Workers: 2,600
- Berries: including cranberries. Representing organization(s): BC Blueberry Council, BC Strawberry Growers Association, Raspberry Industry Development Council, BC Cranberry Growers Association
  - Employers: 513
  - Payroll: \$73 million
  - Workers: 2,000
- Cole crops: including peas & beans, potatoes. Representing organization(s): Fraser Valley Cole Crop Growers Association, Fraser Valley Pea & Bush Bean Growers Association, BC Potato & Vegetable Growers Association
  - Employers: 312
  - Payroll: \$47 million
  - Workers: 1,400
- Tree fruits. Representing organization(s): BC Fruit Growers Association, BC Cherry Association, Strawberry Growers Association
  - Employers: 653
  - Payroll: \$61 million
  - Workers: 1,700
- Grapes. Representing organization(s): BC Grape Growers Association
  - Employers: 200
  - Payroll: \$15 million
  - Workers: 440
- Total employers: 2,199
- Total payroll: \$427 million
- Total current workers: 12,440 workers

## **5.2 NOC / NAICS Codes**

The agriculture industry as defined by this project includes the following NOC (National Occupation Classification) / NAICS (North American Industry Classification System) codes:

- NOC 0821 – Managers in Agriculture
- NOC 0822 – Managers in Horticulture
- NOC 2123 – Agricultural representatives, consultants and specialists
- NOC 2221 – Biological Technologists and Technicians
- NOC 8252 – Agricultural Service Contractors, Farm Supervisors & Specialized Livestock Workers
- NOC 8431 – General Farm Workers
- NOC 8432 – Nursery and Greenhouse Workers
- NOC 8611 – Harvesting Labourers
- NAICS 11121 – Vegetable and Melon Farming
- NAICS 111211 – Potato Farming
- NAICS 111219 – Other Vegetable (except Potato) and Melon Farming
- NAICS 111330 – Non-Citrus Fruit and Tree Nut Farming
- NAICS 1114 - Greenhouse, Nursery and Floriculture Production
- NAICS 111411 – Mushroom Production
- NAICS 111419 – Other Food Crops Grown Under Cover
- NAICS 11142 – Nursery and Floriculture Production
- NAICS 111421 – Nursery and Tree Production
- NAICS 111422 – Floriculture Production

## **5.3 Job / Occupation Titles**

The broad diversity of jobs covered by a handful of NOC / NAICS codes is considerable. There are 508 distinct job titles and occupations identified in the eight NOCs covered by this project.

- NOC 0821 – Managers in Agriculture – 102 titles
- NOC 0822 – Managers in Horticulture – 18 titles
- NOC 2221 – Biological Technologists and Technicians – 85 titles
- NOC 2222 – Agricultural and Fish Products Inspectors – 37 titles
- NOC 8252 – Agricultural Service Contractors, Farm Supervisors and Specialized Livestock Workers – 107 titles
- NOC 8431 – General Farm Workers – 117 titles
- NOC 8432 – Nursery and Greenhouse Workers – 14 titles
- NOC 8611 – Harvesting Labourers – 28 titles

While many of the job and occupation titles are similar in name, the skills required vary, dependent on the specific sub-sector. NOC 2222 Agricultural and Fish Products Inspectors was excluded as its job titles are outside the scope of the study. These positions are external to labour requirements of the



agriculture subsectors included in this study. NOC Category Job Titles were redacted for the study and survey to exclude job titles outside the scope of this study. Job titles related to animal agriculture production, and large-scale field grown production such as, wheat and grain constitute most of the redacted titles. For a full list of job titles for each NOC category visit <http://noc.esdc.gc.ca/English/NOC/welcome.aspx?ver=16>

The job and occupation titles are identified in the following pages and with references at **Appendix – 3 LMP Phase 1 Agriculture-Horticulture Data.**

NOC	Category and Employment	Job Titles
0821	<p>Managers in Agriculture</p> <p>Managers in agriculture plan, organize, direct, control and evaluate the operations and functions of farms. They are responsible for growing crops, raising and breeding livestock, poultry and other animals and marketing farm products. Managers in this unit group usually own and operate their own establishment.</p>	<ul style="list-style-type: none"> <li>– apiarist</li> <li>– apiculturist</li> <li>– apple grower</li> <li>– apple producer</li> <li>– bean sprout farmer</li> <li>– bean sprout grower</li> <li>– beekeeper</li> <li>– farm manager</li> <li>– farmer (except nursery and fish farm)</li> <li>– feedlot farmer</li> <li>– forage crop farmer</li> <li>– fruit farm operator</li> <li>– fruit farmer</li> <li>– fruit grower</li> <li>– fruit producer</li> <li>– ginseng grower</li> <li>– grape grower</li> <li>– grape producer</li> <li>– hop grower</li> <li>– hop producer</li> <li>– market gardener</li> <li>– mixed farmer</li> <li>– mushroom grower</li> <li>– mushroom producer</li> <li>– organic grower</li> <li>– seed farmer</li> <li>– seed grower</li> <li>– seed producer</li> <li>– sod farmer</li> <li>– tomato grower</li> <li>– turf farmer</li> <li>– vegetable gardener</li> <li>– vegetable grower</li> </ul>

		<ul style="list-style-type: none"> <li>- vineyard manager</li> <li>- viticulturist</li> </ul>
0822	<p>Managers in horticulture</p> <p>Managers in horticulture plan, organize, direct and control the activities of nursery and greenhouse staff who grow and market trees, shrubs, flowers and plants.</p>	<ul style="list-style-type: none"> <li>- Christmas tree farm operator</li> <li>- evergreen grower</li> <li>- flower grower</li> <li>- greenhouse manager</li> <li>- greenhouse operator</li> <li>- horticultural greenhouse operator</li> <li>- hothouse flower grower</li> <li>- hydroponic greenhouse operator</li> <li>- hydroponics grower</li> <li>- hydroponics operator</li> <li>- nursery manager</li> <li>- nursery operator</li> <li>- nurseryman/woman</li> <li>- plant grower – nursery</li> <li>- rose grower</li> <li>- shrub grower</li> <li>- tree grower – nursery</li> <li>- tree nursery operator</li> </ul>
2123	<p>Agricultural representatives, consultants and specialists</p> <p>Agricultural representatives, consultants and specialists provide assistance and advice to farmers on all aspects of farm management, cultivation, fertilization, harvesting, soil erosion and composition, disease prevention, nutrition, crop rotation and marketing. They are employed by businesses, institutions and governments that assist the farming community, or they may be self-employed.</p>	<ul style="list-style-type: none"> <li>- agricultural advisor</li> <li>- agricultural consultant</li> <li>- agricultural extension supervisor</li> <li>- agricultural representative</li> <li>- agricultural soil and crop specialist</li> <li>- agricultural specialist</li> <li>- agriculturist</li> <li>- agrologist</li> <li>- agronomist</li> <li>- consulting agrologist</li> <li>- crop specialist</li> <li>- farm management consultant</li> <li>- farming consultant</li> <li>- growers' advisor</li> <li>- irrigation consultant – agriculture</li> <li>- P.Ag. (professional agrologist)</li> <li>- professional agrologist (P.Ag.)</li> <li>- soil conservationist</li> <li>- soil fertility expert</li> </ul>
2221	<p>Biological technologists and technicians</p> <p>Biological technologists and technicians provide technical support and services to scientists, engineers and other professionals working in fields such as agriculture, resource management, environmental protection, plant and animal biology,</p>	<ul style="list-style-type: none"> <li>- agricultural sciences technician</li> <li>- agricultural technician</li> <li>- agricultural technologist</li> <li>- agrology technician</li> <li>- agrology technologist</li> <li>- agronomy technician</li> <li>- agronomy technologist</li> <li>- bacteriological technician</li> <li>- bacteriological technologist</li> </ul>

	<p>microbiology, cell and molecular biology and health sciences, or may work independently in these fields. They are employed in both laboratory and field settings by governments, manufacturers of food products, chemicals and pharmaceuticals, biotechnology companies, health, research and educational institutions, environmental consulting companies, and resource and utilities companies.</p>	<ul style="list-style-type: none"> <li>- biological laboratory technologist</li> <li>- biological technician</li> <li>- biological technologist</li> <li>- biotechnology technician</li> <li>- botanical technician</li> <li>- botanical technologist</li> <li>- crop production technician</li> <li>- ecological technician</li> <li>- ecological technologist</li> <li>- entomological technician</li> <li>- entomological technologist</li> <li>- field crop technician</li> <li>- field crop technologist</li> <li>- food bacteriological technician</li> <li>- food bacteriological technologist</li> <li>- industrial bacteriological technician</li> <li>- industrial bacteriological technologist</li> <li>- microbiological technician</li> <li>- microbiology quality control technologist</li> <li>- microbiology technician (except medical)</li> <li>- microbiology technologist (except medical)</li> <li>- mycological technician</li> <li>- mycological technologist</li> <li>- natural resources technician – biology</li> <li>- plant breeding technician</li> <li>- plant pathology technician</li> <li>- plant pathology technologist</li> <li>- seed technologist</li> <li>- soil bacteriological technician</li> <li>- soil bacteriological technologist</li> <li>- virology technologist</li> </ul>
<p>8252</p>	<p>Agricultural service contractors, farm supervisors and specialized livestock workers</p> <p>Agricultural service contractors, who own and operate their own businesses, provide agricultural services such as soil preparation, crop planting, crop spraying, cultivating or harvesting. Farm supervisors supervise the work of general farm workers and harvesting labourers</p>	<ul style="list-style-type: none"> <li>- agriculture foreman/woman</li> <li>- apple orchard foreman/woman</li> <li>- contractor – agricultural service</li> <li>- crop harvesting contractor</li> <li>- crop harvesting service contractor</li> <li>- custom harvester</li> <li>- farm boss</li> <li>- farm business foreman/woman</li> <li>- farm foreman/woman</li> <li>- farm irrigating system contractor</li> <li>- farm machinery custom operator</li> <li>- farm operation foreman/woman</li> <li>- farm operation supervisor</li> <li>- farm produce grading service contractor</li> <li>- farm produce packing service contractor</li> <li>- farm supervisor</li> <li>- farm workers supervisor</li> <li>- field crop and vegetable workers foreman/woman</li> <li>- field crop foreman/woman</li> <li>- field-grown crop foreman/woman</li> </ul>

		<ul style="list-style-type: none"> <li>- field-grown crop workers foreman/woman</li> <li>- fruit farm foreman/woman</li> <li>- fruit farm workers foreman/woman</li> <li>- hop farm foreman/woman</li> <li>- irrigation supervisor – agriculture</li> <li>- orchard foreman/woman</li> <li>- planting and cultivation contractor</li> <li>- seed cleaning service contractor</li> <li>- seeding contractor</li> <li>- soil preparation contractor</li> <li>- soil-testing service contractor</li> <li>- vegetable farm foreman/woman</li> <li>- vegetable farm workers foreman/woman</li> <li>- vineyard foreman/woman</li> <li>- vineyard workers foreman/woman</li> <li>- weed control service contractor – agriculture</li> </ul>
8431	<p>General farm workers</p> <p>General farm workers plant, cultivate and harvest crops, raise livestock and poultry and maintain and repair farm equipment and buildings. This group includes operators of farm machinery. General farm workers are employed on crop, livestock, fruit, vegetable and specialty farms.</p>	<ul style="list-style-type: none"> <li>- apiary technician</li> <li>- apiary worker</li> <li>- barn worker</li> <li>- bee farm worker</li> <li>- beekeeping technician</li> <li>- chore hand – agriculture</li> <li>- cropsprayer machine operator</li> <li>- cultivator operator</li> <li>- custom harvest crewperson</li> <li>- farm equipment operator</li> <li>- farm hand</li> <li>- farm labourer</li> <li>- farm machinery operator</li> <li>- farm worker</li> <li>- field and vegetable crop labourer</li> <li>- field crop and vegetable-growing worker</li> <li>- fruit examiner – agriculture</li> <li>- fruit farm labourer</li> <li>- fruit farm worker</li> <li>- fruit farming labourer</li> <li>- fruit tree pruner</li> <li>- fruit tree thinner</li> <li>- general farm worker</li> <li>- grafter – orchard</li> <li>- harvester machine operator</li> <li>- honey farm worker</li> <li>- hop-picking machine operator</li> <li>- irrigation worker – agriculture</li> <li>- irrigator – agriculture</li> <li>- market garden worker</li> <li>- mushroom farm worker</li> <li>- oilseed crop worker</li> <li>- orchard worker</li> <li>- organic farm worker</li> <li>- soya bean crop worker</li> <li>- tractor operator – farm</li> </ul>

		<ul style="list-style-type: none"> <li>- vegetable farm worker</li> <li>- vegetable thinner</li> <li>- vineyard pruner</li> <li>- vineyard worker</li> </ul>
8432	<p>Nursery and greenhouse workers</p> <p>Nursery and greenhouse workers plant, cultivate and harvest trees, shrubs, flowers and plants, and serve nursery and greenhouse customers. They are employed in indoor and outdoor nurseries and greenhouses.</p>	<ul style="list-style-type: none"> <li>- Christmas tree shearer</li> <li>- Christmas tree trimmer</li> <li>- forest assistant nursery</li> <li>- forest nursery worker</li> <li>- greenhouse worker</li> <li>- hand sprayer – greenhouse</li> <li>- horticulture worker</li> <li>- horticulturist helper</li> <li>- hothouse worker</li> <li>- hydroponics worker</li> <li>- nursery worker</li> <li>- plant propagator – greenhouse or nursery</li> <li>- tree grafter – nursery</li> </ul>
8611	<p>Harvesting labourers</p> <p>Nursery and greenhouse workers plant, cultivate and harvest trees, shrubs, fruit, vegetables, flowers and plants. They are employed in indoor and outdoor nurseries and greenhouses.</p>	<ul style="list-style-type: none"> <li>- apple picker</li> <li>- berry picker</li> <li>- crop farm labourer – harvesting</li> <li>- cucumber picker</li> <li>- field-grown crop farm labourer – harvesting</li> <li>- fruit harvest worker</li> <li>- fruit harvester</li> <li>- fruit harvesting labourer</li> <li>- fruit or vegetable picker</li> <li>- fruit packer – farm</li> <li>- fruit picker</li> <li>- fruit sorter – farm</li> <li>- harvest hand</li> <li>- harvest worker</li> <li>- harvesting labourer</li> <li>- mushroom picker</li> <li>- small fruit picker</li> <li>- tomato picker</li> <li>- vegetable packer – farm</li> <li>- vegetable picker</li> <li>- vegetable sorter – farm</li> </ul>

#### 5.4 Data Collection Results

There are significant opportunities for workers in this sector based on projections of 6,630 job openings by 2025. Of particular interest is that nursery and greenhouse workers are 67% women – a very high percentage compared to most trades who are often at 2-5%. The percentage range of female employees for all NOC Codes within this study is 29-67% with an average of 46%.

For details, refer to **Appendix – 3 LMP Phase 1 Agriculture-Horticulture Data.**

## **5.5 Survey Design**

The survey for the sector was designed based on the issues identified with the Partnership Committee members and the experience of the BCLNA and the Contractor. The structure of the survey was reverse engineered from other reports submitted to JTST previously. The survey is comprehensive and was very time consuming to construct and administer.

A single survey instrument was chosen. An incentive for completion of surveys and timely participation was given in the form of a draw for four \$25 dollar Tim Horton's gift cards. Four survey respondents were randomly chosen from the compiled list of respondents who completed the full survey before the deadline.

Twenty-Two Ag Hort sector representatives from the sub-sector associations and their members completed the survey. Approximately a dozen more partially completed the survey. The survey required 15-20 minutes of time dedicated to a larger screen.

The survey may have been over complex for the purposes of Phase 1. However, the survey results have been very informative and will guide the project forward with a strong focus.

**See Appendix 4 – LMP Complete Survey Questionnaire.**

**See Appendix 5 – Survey Participant Response Summary for the list of combined survey responses.**

## 6.0 Current Training Opportunities Inventory

Currently, British Columbia has ‘general’ training available for the entire sector covered within this report, with varying degrees of specialized training where the size of the industry supports it. Of the specific sectors, only the nursery, floriculture, greenhouse vegetable and grapes sectors have longer term training available to build their skilled workforce. There are one-year certificate programs able to provide general training in ag horticulture, providing the core training for knowledge for this broad sector.

A limited apprenticeship system exists for nursery production horticulturist, which overlaps with the landscape sector Red Seal Landscape Horticulturist apprenticeship. Currently Production Horticulturalist apprentices attend the same training program as Landscape Horticulturists for the first two years and go into specialized production training in the third year. Foundation training (pre-apprenticeship), certificate, diploma, and degree programs exist for production. Additionally, new programs around sustainability are becoming increasingly important.

For the grape industry, a specialized viticulture program is available at UBC Okanagan.

While ‘urban agriculture’ is of emerging interest to the public, it is not realistic to anticipate this group would become significant contributors or members of a sector due to its small volume. However, there is training available on a broad spectrum for the budding horticulturist, which may, in turn, encourage ‘hobbyists’ and ‘urban farmers’ to consider ag-hort as a career choice<sup>5</sup>. Some of the educational institutions providing ‘Urban Agriculture’ courses are included in the listing below.

Colleges, universities and other institutions with related programs include:

- Burnaby School District's Community & Continuing Education Division, Burnaby
- Camosun College, Victoria
- Gaia College, Cowichan
- Kwantlen Polytechnic University, Langley
- North Island College, Courtenay
- Okanagan College, Kelowna, Penticton, Revelstoke, Salmon Arm, Vernon
- Pacific Horticulture College, Victoria
- Thompson Rivers University, Kamloops
- Thompson Rivers University Williams, Lake
- University of the Fraser Valley, Chilliwack

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<sup>5</sup> A critical issue with new agricultural start-up businesses is the high capital cost of equipment and land. With land currently priced at a high of \$120,000 an acre in the Fraser Valley, with declining prices further out (which are also a shorter growing season and/or further from the large market areas), earning a living as a farmer is becoming more challenging.

- UBC Botanical Garden & Centre for Plant Research, Vancouver
- Vancouver Island University, Nanaimo
- College of New Caledonia, Quesnel
- UBC Okanagan

Further information regarding nursery programs can be found at the following url,  
<http://www.horteducationbc.com/training-options>

Detailed information about the apprenticeship system within BC can be found in **Appendix 6 – Apprenticeship Training Opportunities.**

Additionally, each sub-sector association currently offers numerous conferences at various points in each calendar year, as well as ad-hoc workshops and training opportunities. E.g. the CanWest Horticulture Expo, Pacific Agriculture Show, and others.



## **7.0 Stakeholder Engagement Process**

### **7.1 *Agriculture-Horticulture Partnership Committee (AHPC) Terms of Reference***

Phase 1: Sector Engagement provides support for Sector LMP Program partners to more fully engage the sector and key partners on relevant labour issues. Engagement projects support sectors to develop broad-based partnerships, establish a leadership and governance structure for a potential subsequent program, and build clear consensus and direction on labour market issues to be addressed.

One of the initial components of governance and the stakeholder engagement process included the development of a Partnership Committee Terms of Reference. This document lays out the roles and responsibilities of the project participants.

The project's Partnership Committee was formed by the Executive Directors / CEOs of each of the sub-sector industry associations as well as key individuals, often the Board of Director's Chair / President. This group is also responsible for the approval of all the project deliverables, and will steer the sector through completion of Phase 1 and potentially subsequent phases.

The Partnership Committee was identified later in this report in section 7.3

Ex-officio Members of this committee include

- Reg Enns, CEO BC Agriculture Council
- Sector Labour Market Partnership's Representative

The Ag Hort Partnership Committee Terms of Reference is provided on the next page:

**Ag Hort Labour Market Partnership Project  
Partnership Committee  
Terms of Reference**

**1. General Purpose**

This Committee is established for the purposes of supporting and guiding the Ag Hort Labour Market Partnership Project to effectively complete Phase 1 of this Ministry of Jobs, Tourism and Skills Development project # C17LMP024.

This committee is assisting the BC Agriculture Council, the BC Landscape & Nursery Association and HortEducationBC in its function of governance by:

- Holding meetings as required by the program to provide input for the sector represented and the influence the project to benefit all members.
- Work together with the associations to provide the information and produce the required outcome to complete Phase 1.

**2. Duties & Assignments:**

- To review the statistics, information and reports as requested by the Project Manager.
- To communicate and cooperate with all member associations.
- To hold conference calls and/or meetings to provide input.
- To consider options for continuance of the program to develop Phase 2 based on information gathered in Phase 1.

**3. Appointments and Composition**

The Ag Hort Partnership Committee will be comprised of one or two representatives from each of the BC Agriculture Council Ag Hort Sector groups, (list attached) if they choose to participate. Representation will be the senior staff and/or a representative appointed by the respective association.

**4. Duration of Appointment**

The term of appointment will be for the duration of Phase 1. Should the association agree to participate in subsequent project phases, the appointment may extend to future phases.

**5. Resources:**

The Ag Hort Partnership Committee is provided with funding for meeting expenses and conference calls as per the project workplan and budget. HortEducationBC will be the staff support for this project, with overall administration of the project by BCLNA in collaboration with the BC Agriculture Council.

## **7.2 Governance Structure**

The Governance structure and process for Phase 1 Sector Engagement is a critical part of the final engagement report. The intention is that the governance structure developed will provide the human capital responsible for the final report and all phases going forward.

## **7.3 Governance and Sub-Sector Associations**

Early correspondence and conversations determined the common issues at the core of this project and all participants were enthusiastic to have this project succeed. They provided the guidance to push this project forward.

Possibly unique to this project is that fact that each of the sub-sectors identified in the overall Ag Hort sector that formed this project, is that each have their own association.

This 'group' of associations each has their own unique membership, their own unique issues, and their own unique personality. All the associations are well established. All have an Executive Director or CEO, and all have their own boards of directors.

Each deal with the issues that are most important to their members. Human resources, particularly worker shortages at all skill levels, are an issue important to all.

While establishing the governance for this project it was understandable that each association staff principal would be a significant contributor. Thus, this group forms the Ag Hort Partnership Committee (AHPC).

Several associations are very small. The level of participation of each association in the Phase 2 Labour Market Information research project will vary. Every effort will be made to ensure project activities are reflective of the entire Ag Hort sector regardless of an association's capacity to regularly participate in research and discussions. One such group is the BC Honey Producers Association. Where a subsector does not have a local association, such as BC's mushroom growers, input will be invited on an adhoc basis.

This group and the individuals involved are provided on page 28.

<b>Agriculture Horticulture Partnership Committee (AHPC) Members</b>			
<b>Organization</b>	<b>Key Staff / Individuals</b>	<b>Email</b>	<b>Website</b>
BC Honey Producers Association	Kerry Clark / Jeff Lee	<a href="mailto:president@bcbeekeepers.com">president@bcbeekeepers.com</a>	<a href="http://www.bcbeekeepers.com">www.bcbeekeepers.com</a>
BC Blueberry Council	Debbie Etsell	<a href="mailto:info@bcblueberry.com">info@bcblueberry.com</a>	<a href="http://www.bcblueberry.com">www.bcblueberry.com</a>
BC Greenhouse Growers Association	Linda Delli Santi	<a href="mailto:linda@bcgreenhouse.ca">linda@bcgreenhouse.ca</a>	<a href="http://www.bcgreenhouse.ca">www.bcgreenhouse.ca</a>
United Flower Growers Cooperative	Bob Pringle / Ken Denbock	<a href="mailto:bpringle@ufgca.com">bpringle@ufgca.com</a>	<a href="https://www.ufgca.com">https://www.ufgca.com</a>
BC Landscape & Nursery Association	Hedy Dyck	<a href="mailto:hdyck@bclna.com">hdyck@bclna.com</a>	<a href="http://www.bclna.com">www.bclna.com</a>
Fraser Valley Cole Crop Growers Association	Mike Wallis	<a href="mailto:mowallis@shaw.ca">mowallis@shaw.ca</a>	
BC Fruit Growers Association	Glen Lucas / Bunvir Nijjar	<a href="mailto:glucas@bcfga.com">glucas@bcfga.com</a>	<a href="http://www.bcfga.com">www.bcfga.com</a>
BC Potato & Vegetable Growers Association	Leisa Yee / Bill Zylmans	<a href="mailto:lyee_pvg@telus.net">lyee_pvg@telus.net</a>	
BC Cranberry Growers Association	Mike Wallis	<a href="mailto:info@bccranberrygrowers.com">info@bccranberrygrowers.com</a>	
BC Grape Growers Association	Tyrion Miskell	<a href="mailto:bcga@grapegrowers.bc.ca">bcga@grapegrowers.bc.ca</a>	<a href="http://grapegrowers.bc.ca">http://grapegrowers.bc.ca</a>
BC Strawberry Growers Association	Lisa Craig	<a href="mailto:info@bcstrawberries.com">info@bcstrawberries.com</a>	<a href="http://www.bcstrawberries.com">www.bcstrawberries.com</a>
BC Cherry Association	Erin Carlsson / Sukhpaul Bal	<a href="mailto:admin@bccherry.com">admin@bccherry.com</a>	<a href="http://www.bccherry.com">www.bccherry.com</a>
Raspberry Industry Development Council	Lisa Craig	<a href="mailto:council@bcraspberries.com">council@bcraspberries.com</a>	<a href="http://www.bcraspberries.com">www.bcraspberries.com</a>

## 8.0 Project Introduction and Backgrounder

Individual conversations held among the AHPC members identified in 7.3 discussed how to engage the sector and how to steer the sector towards a Phase 2 Labour Market Research project. Discussions included accurately capturing labour market concerns and priorities within the sector as well as determining the availability and support of individuals to participate in the project by informing and/or guiding the project through its phases.

All the associations recognized the value of the project and agreed to participate from the outset.

### 8.1 Project Outreach

A cover letter was developed as well as the project 'Backgrounder' document **Appendix 7 – LMP Phase 1 Agriculture-Horticulture Backgrounder** which was then circulated to each participating association for distribution to a sample of their membership. Follow up emails and or phone calls were completed with each individual association to encourage feedback and completion of the survey tool when it was completed.

Below is a sample of the cover letter sent to each participant:

*Hello X!*

*Over the past several years, accessing workers in the agriculture horticulture sector (ag hort) has increasingly become a challenge. It seems that while there are people needing jobs, industry is not able to reach them, and when they do sign on, they are not able to retain them.*

*The BC Landscape & Nursery Association (BCLNA) in cooperation with the BC Agriculture Council (BCAC) has been tasked by its members to address this sector wide labour issue. As such, the BCLNA has been looking for government funds to develop and implement a project to assist industry to address these challenges.*

*We are pleased to announce that we have been successful in finding a funding partner. Please find the details about the project(s) and the Government announcement here.*  
<https://news.gov.bc.ca/releases/2016JTST0260-002607>

***This project includes the entire ag hort sector including; the BC Honey Producers, BC Blueberry Council, BC Greenhouse Growers, United Flower Growers Cooperative, Fraser Valley Cole Crop / Pea & Bush Bean Growers, BC Tree Fruit Growers, BC Potato Growers, BC Cranberry Growers, BC Grape Growers, BC Strawberry Growers, BC Cherry, BC Raspberry Industry Development Council, and the BC Landscape & Nursery Association.***

*The BCLNA is now looking to engage with stakeholders to begin work on this labour market project.*

***Please find attached to this email a backgrounder on the project and the involvement / commitment we are hoping to receive from your association and / or some of your members.***

*As mentioned, this is a very important project for our sector. Labour continues to be one of the sectors major issues, if not the single largest issue, affecting our ability to maintain and build our businesses'. This project will begin to answer questions about sector needs, identifying clear gaps in available labour and training requirements for each sub-sector.*

***Your participation is critical to move this project forward!***

*What we need now is for you to quickly identify and recruit a few key members from X to participate in a survey and potentially become further involved as a partnership committee member (which is nothing more than just a steering committee).*

*Over the next few days we will be following up with a phone call to solicit your involvement. We had planned some face-to-face meetings before the new year. If we can make that happen it would be great, however, given the date and the weather these may need to wait until early in the new year.*

*Thank you very much for your time and consideration on this matter. If you have any immediate questions, please feel free to contact me directly. To make this project move forward we will be reaching out to you soon.*

*Thanks in advance,*

*Bill Hardy, Project Manager*

**Appendix 7 – LMP Phase 1 Agriculture-Horticulture Backgrounder** described the entire LMP project, phases 1 through 5 and clearly identified the deliverables required for the completion of Phase 1.

A specific call to action was identified in the cover letter and in the follow up phone calls and emails, namely to identify and forward participants that could participate in the survey work and potentially move forward as Ag Hort Partnership Committee members.

While there were almost immediate replies acknowledging receipt of the invitation and the next steps required by all individuals contacted, interestingly, only two associations forwarded any information following the introduction and backgrounder activities. This activity required the follow up described in section 8.2.

## **8.2 Solicitation Process to Participate in the Survey**

The initial approach was to have each sub-sector association pre-select 2-3 individuals to participate in one-on-one interviews with a request to participate in the survey as outlined in 8.1. This process did not work as intended, so a new email was delivered to the same group as follows:

*Good Morning!*

*The BCLNA Phase 1 Sector Engagement for Ag Hort project is down to the last couple of steps for us to complete this important project.*

***We need your help by completing this important survey.*** *The survey takes approximately 10-15 minutes to complete. It asks questions that do not require any research. The answers to all questions should be top of mind. Of course, survey results will be confidential.*

*The survey link is - <https://www.surveymonkey.com/r/J8NR2CK>*

*Your help on this very important project is critical.*

*I have attached the backgrounder if you need some more information about the project.*

*Please feel free to give me a call if you have any questions.*

*Thanks in advance,*

*Bill Hardy, Project Manager*

This yielded the results requested in a very short period of time with 33 completed surveys in less than two business days.

## 9.0 Survey Results and Conclusions

This report is based on survey responses and conversations prompted by the survey with several survey respondents.

Key industry influencers and stakeholders input are reflected in the report. Additional data will further refine and nuance emerging labour market concerns, themes and priorities into Phase 2.

### 9.1 Survey Results

A survey has been conducted to determine labour market issues, challenges, and priorities. Survey response indicated that the sector's labour requirements would increase. When asked for the reasons why, the following responses provided a very good prognosis for the future of the industry:

- 75% cited – Increased demand as the main reason for expansion plans
- 67% cited – Expanded product range
- 37.5% cited – Expand market to new potential purchasers
- 29% cited – Expand market to new regions

When asked what are the operating challenges relating to labour, there were four significant responses:

- 88.5% cited – Unskilled labour shortage
- 60% cited – Skilled labour shortage
- 58% cited – Lack of qualified applicants
- 91% cited – Prefer to hire domestic workers

#### Survey Summary

Combined survey results from both respondents who abandoned the survey midway and survey responses from those who completed the survey provide the following results:

- Length of time in Business:
  - 100% greater than 5 years
  - 89% greater than 20 years
  - 61% greater than 30 years
  - 27.8% have been in business for 20-29 years
  - 41.7% have been in business for 30-49 years
  - 19.4% have been in business for 50+ years
  -

The 36 businesses represented by respondents employ 2,334 employees related to the survey NOC scope. Sixty-nine percent expect to expand their business in the next 2-5 years. Increased demand was



the most selected reason for expansion at 75%. Sixty-seven percent expect to expand with new products.

Skilled and unskilled labour shortages were the greatest challenges for employers in the combined survey results. Unskilled labour shortage was the greatest factor selected by 88.6% of respondents followed by skilled labour shortage selected by 60% of respondents.

Forty-six percent of employers are having difficulty filling open positions for the 2017 season, with a combined 103 vacant positions for twelve employers. It was too early in the hiring season for 34.6% employers to know if they will have difficulty filling positions. One hundred sixty-three positions went unfilled for twenty-four employers in the 2016 season. 61.5% of employers feel the labour market conditions have worsened in the past 5 years, 30.7 felt there was no change, 7.6% were unsure and none felt it had improved.

Lack of applicants and lack of adequate experience are identified by 57.7% of employers as a predominant challenge of finding labour. Seventy-seven percent felt applicants were too unreliable. Anecdotal evidence suggests that the 'unreliable' comment refers to domestic workers that have been hired then do not show up for work as required and do not stay employed for any length of time.

Most employers who completed the survey provide hiring incentives, using wages, benefits, and stability as a hiring incentive. Nine percent provide tuition for training certification as an incentive.

Employers use a variety of methods to initially find applicants for open positions. The prominent theme identified in survey results is that, over 80% of employers use a combination of free and paid advertising to find job applicants. Free advertising is done through free online job boards, the organizations own website, or social media. Fifty percent use the Agriculture Labour Pool. Twenty-seven percent reach out to training providers and 23% contact industry organizations.

The survey results showed 62.5% of employers were aware of the production apprenticeship program, and 66.7% are willing to sponsor employees as apprentices. Most do not have production certified staff that have completed the apprenticeship program. Twenty-nine percent of employers employ production certified staff.

Fifty-four percent of employers were not aware of tax credits for apprentices and sponsors of apprentices. 66.7% employers were not aware that there are 'Enhanced' tax credits and grants available for both the sponsor and employee when sponsoring First Nations individuals and persons with disabilities. Twenty percent of employers, employ individuals who identify themselves as Aboriginal, 80% of those individuals identify themselves as First Nations while 20% identify themselves as Métis. Thirty-two percent employ persons who identify themselves as having a disability.

The greatest challenge for employers upgrading workers' skills is 'employee time away from the company leaves the company short staffed' followed by 'fear of loss of employee to competitor upon completion'. The next two greatest challenges selected are, 'expectation of higher wage upon

completion’ and, ‘prefer in house training options but are limited by time and resources to provide more training’. The next greatest challenge was ‘the current skills certification process does not meet our needs’, selected by 25% of employers.

Seventy-six percent of employers would like to see more funding and resources to address labour shortages.

Thirty-two percent indicated they would be willing to financially support an industry driven collective labour recruitment project and 36% indicated they might be willing.

## **9.2 General Themes**

Several commonalities have been identified in the survey results.

- The sectors reliance on foreign workers through the SAWP program was evident. Survey respondents went so far as to say that if the SAWP program were not available their farm would not be able to continue operating.
- SAWP workers support the skilled workforce.
- Assuming low skilled worker are not an issue, companies indicated that most of their future worker needs would be at the skilled or manager level.
- The growth in some sub-sectors was outpacing companies’ ability to recruit skilled workers.
- The survey results identified that 91% of companies indicated that they would prefer to hire domestic workers if they were available.
- Additionally, it was suggested that there should be some way for SAWP workers to be able to immigrate.

## **9.3 Points of Emphasis**

- Over 69% expect their business to grow in the next 2-5 years,
- 75% indicated the single biggest reason is increased demand,
- 88% indicate that their single biggest barrier to expansion is the lack of unskilled labour,
- 60% indicate that lack of skilled labour is also an issue,
- 62% indicated that the ability to find workers has worsened in the last 5 years,
- The single largest dominant barrier for 73% of employers in attracting workers was extreme weather and 57% also indicated unrealistic wage expectations.

## **9.4 Generating Consensus**

The engagement report was finalized with a series of calls with each sub-sector including survey participants in that sub-sector. Those that responded indicated clearly that they agreed with the results reported in section 9.1. No one indicated that their sub-sector had labour issues different than that of the aggregate.

## 10.0 Next Steps

### Framework for the Phase 2 Labour Market Information Research

Under the guidance of the Agriculture Horticulture Partnership Committee, the BCLNA will be submitting a request for funding through the Sector Labour Market Partnerships program to conduct an in-depth labour market study of the sector. The study will inform the development of strategies designed to address the dominant labour market concerns raised by the sector's employer and representative associations; most notably, the shortage of skilled and unskilled job seekers attracted to the sector and the consequent labour shortage that is impeding the sector's employers from meeting the consumer's demand for services.

To this end, the labour market study is expected to include the following elements:

#### **A description of companies and employers within the industry:**

This will build upon secondary data identified during the Phase 1 Sector Engagement.

- By sub-sector – sector descriptions are available in WorkBC data and National Occupation Classifications. This can be further refined by employer experience and key informant verification.
- By product and service category – employers can identify the products and services their companies offer. Key informants can verify and add to the category description.
- By location of products and services – a survey of employers, BCLNA member records, industry associations, and public directories will identify the location of services offered in British Columbia. Further data could be requested from third party resources such as WorkSafeBC to identify the numerous companies.
- Labour force size – secondary data from the National Household Survey based on the 2010 Census and the 2015 Census. The 2015 Census data will be released by Statistics Canada in November 2017.

#### **A description of the sector's labour force size and composition:**

This will determine worker demographics, such as age, educational background, and educational training. Information on the composition of the industry workforce will come from a combination of secondary data, survey of employers and survey of workers. Secondary data will also come from Statistics Canada.

#### **Determine current and future labour market trends:**

Determination of labour market trends and the current and future impact on employers of shortages of skilled and unskilled workers will be informed by secondary data and by collection of primary data from

key informants. An analysis of labour market entrants is expected to inform future sources of labour supply and gaps.

Secondary data and collection of primary data from key informants will be used to determine labour market trends as well as the current and future impact on employers of shortages of skilled and unskilled workers. An analysis of labour market entrants is expected to inform future sources of labour supply and gaps.

**Determine the composition of the work force by NAICS/NOC category codes:**

This can be obtained through official NAICS/NOC category descriptions. Employers can identify which of the subsectors and titles are relevant and inclusive to their business. A collective of employer results can then identify a refined list of jobs by NAICS/NOC category codes. The current category codes are broad and group many titles not related to the Ag Hort sector.

Composition of the workforce by years of experience in each position can be determined by survey of employers, key informants and survey of employees.

**Determine the composition of the workforce by number of workers, part-time, temporary foreign workers, students, and interns:**

Secondary data from Statistics Canada and comparison of employer surveys will be used to verify data trends are consistent. Research and analysis will build upon preliminary, findings from LMI Phase 1.

In addition to an examination of the current state of the labour market, the LMI research project will develop a forecast of job vacancies through an analysis of secondary data, statistical and qualitative surveys and analysis of job postings. Forecast sector growth outlooks by NAICS and NOC over to 2030 by:

**Determine the number and nature of current and forecast job vacancies** through secondary data, from statistics and collection of job postings. Employer surveys will be a factor and identifier. Contracted research and analysis will contribute.

Forecasts will consider the impact of climate change to factor in the trend of extended growing season. For example, the extended growing season is affecting the 'type' of jobs available, making permanent full time positions likely to increase as well as seasonal fulltime positions.

Climatology data would be analyzed for the impact on product lines offered by companies. For example, warming trends and extended growing season is allowing producers to grow plant species previously unable to survive or produce well in British Columbia's climate. Climate challenges in southern locations have made certain crops unsustainable e.g. drought conditions affecting tree nut production. The local producers were unable to compete with the cost of production for southern producers.

Climate change may make certain crops more viable for production due to both environmental growing condition requirements and economics. World food requirements from population growth are forecasted to continue to increase. Competition from foreign markets for supply may make it necessary for Canadian domestic consumers to rely more on domestic production. This should be combined with analysis of workforce trends, which will inform conclusions.

**Analysis of workforce trends:**

This will be informed by secondary data, employer survey, and key informants, employee survey, and student/youth intentions. This would be informed by both contracted research and analysis, and in house research and analysis.

**Assessment of current labour pool:**

This would be informed by collection of data, contracted research, and analysis of available jobs. Employers and key informants can contribute to the analysis and provide their experienced observations on the current situation. These factors will be combined to form conclusions.

**Identification of largest occupational gaps:**

Identified job vacancies from secondary data would be combined with employer survey results for job vacancies and training gaps. Findings may require further exploration with training availability options, employee experience, and student/youth intentions. Key informants would discuss findings and contribute to conclusion.

**Identification of greatest challenges:**

Challenges of employers acquiring skilled workers would be informed by employer survey, key informants, experiences of employees in their job search and job acquisition, employee training experiences, and student/youth training intentions. Analysis of training availability, training quality, and training options would contribute to this section.

**Role of immigration policy changes in labour market shortage:**

The experiences of employers utilizing immigration, the Temporary Foreign Workers Program (TFWP) and the Seasonal Agriculture Workers Program (SAWP) to fill labour shortages would be assessed using employer survey and key informant interviews. The impact of federal immigration and foreign worker policies on employers' access to an additional source of labour would be analyzed to determine what opportunities exist to maximize use, including an examination of barriers to accessing foreign workers.

**Training availability and gaps:**

These sections would be informed by HortEducationBC, the Industry Training Authority, government funding statistics, and training institutions. Skilled labour gap data, employers, and key informants can contribute to training analysis for identifying; how the training helps their training needs as well as, identify training gaps. Employers and key informants would be consulted on where they train their employees. Employee experiences and student/youth training goals should be incorporated into

training information and analysis. Training providers are already identified. They can provide training program statistics, experiences, and observations. The research method will combine all research avenues identified with training institutions as an important secondary source of information. This methodology description applies to the following seven training sections:

1. Identify post-secondary programs related to horticulture
  - Current curricula
  - Program funding
  - Number of entrants and graduates
  - Number of domestic and international students
    - International students would need to be identified separately. Findings may reveal they are not a significant participating factor in apprenticeship programs, which require a work visa.
    - Also to be determined is whether those taking diploma program and certificate programs are staying to work in British Columbia through immigration options, or returning to their countries of origin.
  - Number of domestic students that continue to international programs
  - Co-op/intern options (companies involved, best options for work terms),
2. Identify specific job training within the institutions,
3. Identify high-school programs / mentorships related to Ag Hort,
4. Job placement rates,
5. Match between educational training and industry needs,
6. Identification of other global successful programs,
7. Match between student, recent graduate, and industry employees' values, motivators and workplace cultural expectations.

Provisional scope of the required labour market information research project:

Research Objectives	Proposed Research Method/Line of Evidence				
	Secondary Data Review	Survey of Employers	Key Informant Interviews	Student/ Youth Intentions*	Survey of Employees
Description of companies within the industry - By sub sector - By product category - By location of products - General revenue - Labour force size	X	X	X		
Quantify size and composition of the industry workforce. - Determine employee demographics (e.g., age, educational background, educational training)	X	X			X
Identification of labour market trends and skills limited growth of large, medium and small firms in BC	X	X	X		X
Jobs by NAICS/NOC category codes	X	X			
Years of experience in each position		X	X		X
# of workers, part-time, temporary foreign workers, students and interns	X	X			
# of current job vacancies	X	X			
Estimate jobs by NAICS/NOC codes for growth - For 2020 - For 2025 - For 2030	X				
Analysis of workforce trends	X	X	X	X	X
Assessment of current labour pool	X	X	X		
Identification of largest occupational gaps	X	X	X	Possible	Possible

Identification of greatest challenges in acquiring skilled workers		X	X	X	X
Role of immigration in labour market shortage	X	X	X		
Identify post-secondary programs related to horticulture - Current curricula - Program funding - # of entrants and graduates - # of domestic, international students - # of domestic students that continue to international programs - Co-op/intern options (companies involved, best options for work terms)	X	X	X	X	X
Identify specific job training within the institutions	X	X	X	X	X
Identify high-school programs/mentorships related to horticulture	X	X	X	X	X
Job placement rates	X	X	X	X	X
Match between educational training and industry needs	X	X	X	X	X
Identification of other global successful programs	X	X	X	X	X
Match between student, recent graduate and industry employees values, motivators and workplace cultural expectations	X	X	X	X	X
Research why workers leave an employer for a different trade					X
Research why workers leave an employer for a different employer					X



## 11.0 Conclusions

The Phase 1 process has solidified the opportunity for the Ag Hort industry to look at its needs and develop a process to build success for the future.

The survey responses and statistical data show a clear trend of the increasing requirement for workers across all skill levels and sector specialisms. The sector's recent reliance on the SAWP program for unskilled workers has allowed domestic sources of labour to be neglected. As the demand for workers is set to grow across the entire sector, all sources of skilled and unskilled labour need to be understood and better accessed.

The Labour Market Information research phase will help build a clear picture of current and future labour market needs across the Ag Hort sector and within each of the subsectors. The project will also surface the reasons people choose to work in the sector or choose other occupations, uncovering perceptions and possible stereotypes of 'being a farmer' as well as barriers to entry for different demographic groups.

## 12.0 Acknowledgements

The BC Agriculture Council and the BCLNA wish to acknowledge the cooperation of the following organizations to bring together this Phase:

- BC Honey Producers Association
- BC Blueberry Council
- BC Greenhouse Growers Association
- United Flower Growers Cooperative
- Fraser Valley Cole Crop / Pea & Bush Bean Growers
- BC Fruit Growers Association
- BC Potato & Vegetable Growers Association
- BC Cranberry Growers Association
- BC Grape Growers Association
- BC Strawberry Growers Association
- BC Cherry Growers Association
- BC Raspberry Industry Development Council
- BC Landscape & Nursery Association

The BCLNA also would like to acknowledge the support provided by the staff at the Ministry of Jobs, Tourism and Skills Training for their interest, assistance and guidance through this inaugural phase.

The BCLNA also like to acknowledged the work of HortEducationBC as the contract for this project, namely Lindsay Lindholm and Bill Hardy (project manager)



*Funding provided through the Canada-British Columbia  
Labour Market Development Agreement.*

## Appendices

### ***Appendix 1 – Greenhouse, Nursery and Floriculture Labour Market Forecast to 2025***



## **Greenhouse, Nursery, and Floriculture**

*Labour Market Forecast to 2025*



CANADIAN AGRICULTURAL  
HUMAN RESOURCE COUNCIL  
CONSEIL CANADIEN POUR LES  
RESSOURCES HUMAINES EN AGRICULTURE

**Canada** Funded by the Government of  
Canada's Sectoral Initiatives Program



Canada's agriculture sector faces unique labour market challenges in the coming years, and so will the greenhouse, nursery, and floriculture industry. This report explores some of the workplace trends and realities that will shape the industry between now and 2025.



## Industry Overview

The 'greenhouse, nursery, and floriculture'\* industry is the largest agricultural employer, and the most reliant on foreign workers. Over the next decade, the industry faces a shrinking pool of domestic workers, a growing need for workers, and heavier financial losses due to labour shortages.

The 'greenhouse, nursery, and floriculture' industry includes farms that produce nursery crops and trees, flowers and ornamental plants, or crops of any kind grown under cover (including mushrooms). The industry can be subdivided into two segments, with floriculture and ornamental horticulture operations accounting for about 70% of the industry's workforce, and food-crop operations accounting for 30%.

In 2014, the 'greenhouse, nursery, and floriculture' industry employed 60,600 people, or roughly 16% of the total agricultural workforce, making it the largest employer in the sector. Jobs in this industry tend to be highly seasonal and labour intensive, with many products requiring hand picking and packaging. As a result, this industry has the heaviest reliance on foreign workers of any industry in the agriculture sector, with foreign workers accounting for 28% of the industry's workforce at its seasonal peak. Even with a high percentage of foreign workers, the industry was unable to fill 2,800 jobs in 2014.

The industry's workforce is geographically concentrated, with 41% of the total workforce located in Ontario, 20% located in Alberta, and 15% located in Quebec.

Strong growth in foreign markets for 'greenhouse, nursery, and floriculture' products will support strong production growth over the next decade. While productivity is predicted to grow steadily during this time, the industry will still need a larger workforce

\* The Labour Market Information data classifies Canada's agriculture sector into 11 commodity areas: 1) 'apiculture'; 2) 'aquaculture'; 3) 'beef'; 4) 'dairy'; 5) 'field fruit and vegetable'; 6) 'grain and oilseed'; 7) 'greenhouse, nursery, and floriculture'; 8) 'poultry and egg'; 9) 'sheep and goat'; 10) 'swine'; and 11) 'tree fruit and vine'.

### *The 'greenhouse, nursery, and floriculture' industry at a glance*

#### **In 2014:**

- 60,600 people employed
- 28% foreign workforce
- 2,800 jobs left unfilled
- \$100 million in lost sales due to labour shortages

#### **In 2025:**

- 1,900 fewer domestic workers
- 7,500 more jobs to be filled
- 37% of jobs filled by domestic workers

to meet production targets and avoid lost sales. However, the supply of domestic workers is actually projected to shrink during the next decade, which will widen the labour gap and threaten the industry's growth.



## Production Trends

While industry productivity levels are predicted to rise, a growing global market for Canada's 'greenhouse, nursery, and floriculture' products will require the industry to grow its workforce in order to increase output and keep up with the demand.

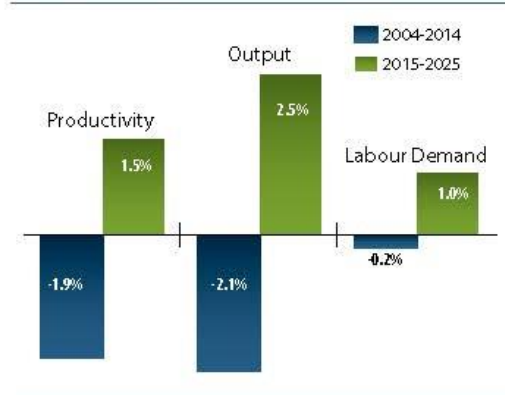
After a period of steadily decreasing productivity between 2004 and 2014, the industry's productivity levels (the amount of output each worker is capable of producing) are predicted to increase by 1.5% per year between 2015 and 2025.

However, these productivity gains alone are not enough to meet the strong global demand for industry products. While the level of output for the 'greenhouse, nursery, and floriculture' industry fell an average of 2.1% per year between 2004 and 2014, the strong global demand for this industry's products will reverse this trend in the coming decade. Production levels are expected to increase by 2.5% per year between 2015 and 2025, which makes the 'greenhouse, nursery, and floriculture' industry second only to the 'grain and oilseed' industry in terms of production growth during this time.

To achieve the level of output required to meet the market demand for industry products, the industry will need to increase its workforce to 71,000 workers, which means it will need to fill an additional 7,500 jobs by 2025. This is a growth rate of 1% per year over a period of 10 years.



## Productivity, Output, and Labour Demand Trends (average annual growth)



## Labour Forecast

While the market demand for product and the industry's demand for labour will steadily rise, the labour force is predicted to shrink, resulting in a widening labour gap and an increased risk that the industry will miss productivity targets and lose sales.

After a period of decline in the first decade of the 2000s, the 'greenhouse, nursery, and floriculture' workforce has rallied. With 60,600 self-employed, paid labour, and foreign worker positions supporting the industry in 2014, it is the agriculture sector's largest employer.

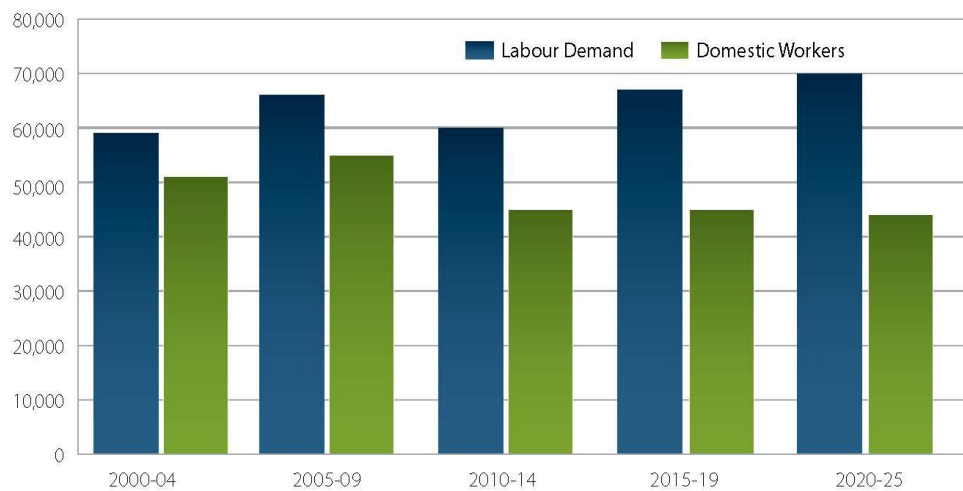
The number of jobs required to support the industry's production requirements is expected to grow by an average of 1% per year between 2015 and 2025. While the industry needed 63,500 workers in 2014, the need will grow to 71,000 workers by 2025, which amounts to 7,500 additional jobs to be filled.

### RESEARCH HIGHLIGHTS

- 65% of greenhouse, nursery, and floriculture operators expect employment on their farm to rise over the next five years, while only 4% expect to see declines.

Over the same time period, the supply of domestic workers is expected to shrink, with 1,900 fewer Canadian residents available to work in the industry by 2025. As the need for workers grows and the pool of available domestic workers shrinks, the industry's labour gap will widen. In 2014, 17,200 jobs were either filled by foreign workers or left vacant due to labour shortages, and that number will rise to 26,600 jobs in 2025, which is equivalent to 37% of the total workforce needed. As a result, the industry is at risk of missing its production potential and losing sales.

### 2000 – 2025: The Labour Gap Widens for the 'Greenhouse, Nursery, and Floriculture' Industry



## Regional Trends

While every region in the 'greenhouse, nursery, and floriculture' industry will face labour shortages, Ontario will be most seriously affected.

Ontario accounts for the largest share of 'greenhouse, nursery, and floriculture' workers, with 41% of all industry workers located in this province. In addition, Ontario has the highest concentration of industry workers, with one-quarter of all agricultural workers employed by this industry.

As the gap widens between the number of jobs waiting to be filled and the number of domestic workers available to fill them, Ontario's 'greenhouse, nursery, and floriculture' industry will be hit the hardest by labour shortages.

Between 2014 and 2025, approximately 4,200 additional jobs will become available in Ontario that can't be filled by the available domestic workforce. This means that more than half of the province's 'greenhouse, nursery, and floriculture' jobs (52%) will either be filled by foreign labour or go unfilled, much higher than the national ratio of 37%.

Ontario's 'greenhouse, nursery, and floriculture' operators are already heavily reliant on foreign

labour to stay productive. In 2014, they hired 11,900 foreign workers, which represented more than two-thirds of all foreign workers employed within this industry. To fill the growing labour gap, Ontario's reliance on foreign workers will continue to grow over the next 10 years.

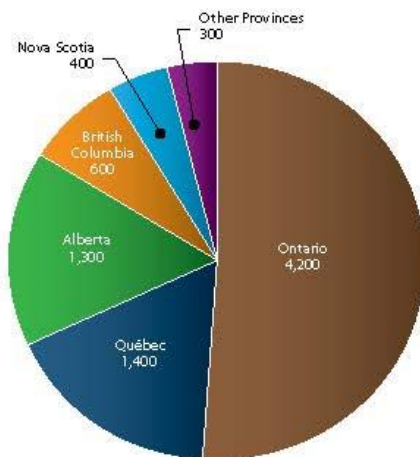
## Demographic Trends

A high number of retirements will erode the available workforce between 2015 and 2025.

The supply of domestic labour for the 'greenhouse, nursery, and floriculture' industry has shrunk from 56,800 in 2004 to 46,300 in 2014. Over the next 10 years, this labour force will continue to shrink in every province except British Columbia, and retirement will be a key factor.

In fact, the industry is expected to see 10,300 retirements between 2015 and 2025, a number equivalent to 21% of the current workforce. However, this is still below the average for the entire agriculture sector, where 27% of the current workforce is expected to retire between 2015 and 2025.

Number of Industry Jobs at Risk by 2025





## Financial Impact

While this industry has seen below-average labour shortages, a lack of available labour has still had a significant impact on sales and future growth.

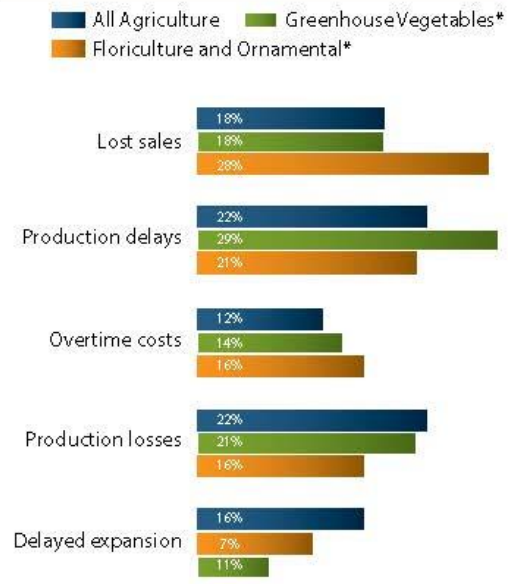
While the 'greenhouse, nursery, and floriculture' industry experienced a labour shortage in 2014 that was equivalent to just 4% of the total workforce required (far lower than the sector average of 7%) this still represented 2,800 unfilled vacancies.

This inability to find enough workers cost the industry \$100 million in lost sales in 2014, with floriculture and ornamental operations losing \$71.6 million, or 3.1% of sales, and food crop operations losing \$28.4 million, or 2.2% of sales.

Labour shortages have also impeded future growth potential within the industry, with 11% of floriculture and ornamental operators and 7% of greenhouse vegetable producers indicated that they delayed or cancelled expansion plans as a direct result of not having enough workers.



## Percentage of Survey Respondents Impacted by Labour Shortages



\* Based on the responses of 10 greenhouse vegetable and 18 floriculture and ornamental operators



## Labour Challenges

The 'greenhouse, nursery, and floriculture' industry employers face a number of challenges in recruiting and retaining enough workers.

The industry's ability to manage its human resources is impeded by a lack of skills or experience in the available workforce, workplaces in rural locations, and a seasonal and labour-intensive work environment.

### Recruiting Workers

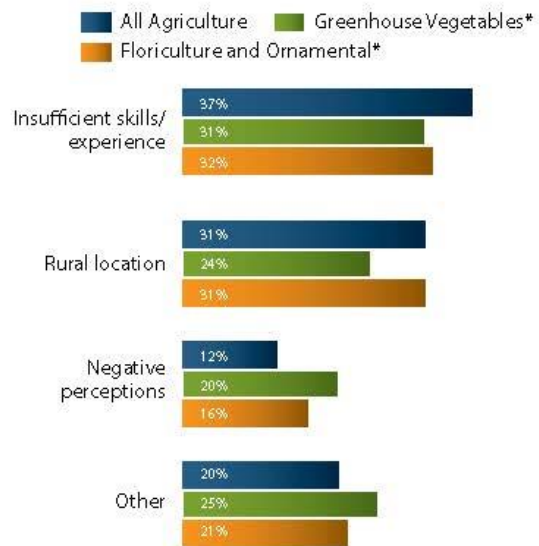
According to a survey, nearly one-third (31.5%) of 'greenhouse, nursery, and floriculture' operators had trouble finding workers with the right skills and experience, making this the most common barrier to recruitment.

One in five greenhouse vegetable producers listed negative industry perceptions as a key recruitment barrier, which is a higher share than any other agriculture commodity. While only 16% of floriculture and ornamental operators listed negative perceptions, this percentage is still higher than the 12% average across all agricultural industries.



While 58% of industry operators report being close to a population centre with at least 10,000 people (compared to just 35% for all of agriculture), they indicated that travel time to and from work is an issue.

### Challenges in Recruiting Workers



\* Based on the responses of 37 greenhouse vegetable and 40 floriculture and ornamental operators.



## Retaining Workers

While turnover rates are above average for year-round workers in the 'greenhouse, nursery, and floriculture' industry, they are well below average for seasonal workers. Across all agricultural industries, the seasonal voluntary and involuntary turnover rates are 27% and 7%, respectively. For the 'greenhouse, nursery, and floriculture' industry, they are just 10.5% and 4.5%, respectively.

However, the variability in hours, including seasonality and long hours in season, is the key factor contributing to retention challenges for this industry. In fact, the 'greenhouse, nursery, and floriculture' industry has one of the most pronounced seasonal patterns within agriculture. At its seasonal peak, the domestic workforce is typically 1.8 times its size at its seasonal low. If we assume that all foreign workers are seasonal, this ratio jumps to 2.3 times the lowest level.

Physical work is also a larger problem in this industry than in others, with 24.5% of operators citing it as a challenge, compared to 17% across the entire agriculture sector.

Within the industry, floriculture and ornamental operators are particularly affected by the issue of



insufficient wages and benefits, with 24% reporting it as a retention issue, compared to 16% of greenhouse vegetable producers and 18% of all agricultural employers.

## Toughest Positions to Fill

The 'greenhouse, nursery, and floriculture' industry will have the most trouble filling "nursery and greenhouse workers" and "general farm workers" positions. Today, they account for 59% of the industry's workforce and 90% of the labour gap.

By 2025, the gap will widen further, with an additional 2,300 jobs for "nursery and greenhouse workers" and an additional 1,300 jobs for "general farm workers" either going unfilled or requiring foreign labour to fill them because enough domestic labourers are not available.



Greenhouse, Nursery, and Floriculture Industry Labour Market Forecast to 2025

9

## Conclusion

With a high reliance on foreign labour, a dwindling supply of domestic labour, and a growing market demand for its products, the 'greenhouse, nursery, and floriculture' industry faces significant labour challenges.

Even as production levels have dropped and the workforce has shrunk over the past decade, the 'greenhouse, nursery, and floriculture' industry remains Canada's largest agricultural employer. It is also one of the most reliant on foreign labour to achieve production targets.

While local and global market demand make this industry's production outlook bright, labour challenges threaten its profitability and growth potential.

Looking ahead to 2025, the domestic labour pool will continue to shrink, and the gap between the available workforce and the industry's labour requirements will widen. This will create an even greater reliance on foreign labour and result in more jobs going unfilled due to lack of workers, which will have a negative impact on sales, productivity targets, and the industry's ability to grow.



Although the industry has been successful in filling much of its labour gap with foreign workers, this level of reliance makes the industry vulnerable to policy changes. For example, the Seasonal Agricultural Worker Program (SAWP) is exempt from many of the rule changes affecting the Temporary Foreign Worker Program, but the Agricultural Stream has not been exempted. This uncertainty could further reduce the available workforce and prevent the industry from achieving its growth potential.

While the industry enjoys a below-average retirement rate, below-average turnover rates (particularly among seasonal workers), and operations that tend to be located closer to larger cities with larger labour pools, it faces significant labour barriers:

- Potential workers have negative perceptions of the 'greenhouse, nursery, and floriculture' industry.
- The physical nature of work within the industry is a challenge to worker retention.
- Seasonal fluctuations in labour demand and the hard physical labour required on the job can make it harder to attract and retain workers.

To meet these labour challenges, the industry has several strengths it could leverage:

- It could explore ways to improve the perceptions of the industry among potential workers.
- It could provide the right tools and training to support workers in labour-intensive roles and minimize on-the-job injuries.
- It could find ways to offset seasonal fluctuations, such as banking hours or partnering with employers whose seasonal peaks occur at different times of the year.

Finding solutions to the industry's considerable labour challenges will ensure that it can thrive in the years to come.



## About This Report

This report features data collected during a three-year research project to examine Canada's labour market situation for primary-production agricultural businesses. The project was led by the Canadian Agricultural Human Resources Council (CAHRC) and was launched in response to the unique workforce challenges faced by the agriculture sector.

The purpose was to assess the current labour market, project supply and demand for agricultural workers from 2015 until 2025, and recommend potential solutions to labour issues.

The Conference Board of Canada, commissioned by CAHRC, constructed an economic model that forecasts agricultural labour demand and supply for each province, for 11 different commodity groups, and for 25 occupational groups.

The economic model was validated through a number of industry consultation activities conducted Canada-wide, including:

- **A large-scale survey** of 813 employers, 132 workers, and 89 industry stakeholders
- **Phone interviews** with 80 industry stakeholders
- **Six focus groups** with 100 participants in total, including employers, workers, and other stakeholders
- **Seven webinars** focused on specific commodity groups, with 100 participants in total

This data was used to produce the following reports:

### Commodity-specific reports and fact sheets

Apiculture ■ Aquaculture ■ Beef ■ Dairy ■ Field Fruit and Vegetable ■ Grain and Oilseed ■ Greenhouse, Nursery, and Floriculture ■ Poultry and Egg ■ Sheep and Goat ■ Swine ■ Tree Fruit and Vine

### Regional reports and fact sheets

National ■ British Columbia ■ Alberta ■ Saskatchewan ■ Manitoba ■ Ontario ■ Quebec ■ New Brunswick ■ Prince Edward Island ■ Nova Scotia ■ Newfoundland and Labrador

For more information on the research, and to access additional commodity-specific, national, and provincial reports, please visit the CAHRC website at [www.AgriLM.ca](http://www.AgriLM.ca).

## About CAHRC

The Canadian Agricultural Human Resources Council (CAHRC) is a national, nonprofit organization focused on addressing human resource issues faced by agricultural businesses across Canada. CAHRC conducts industry research and develops products and services designed to help agricultural employers attract, retain, and develop the workforce they need to succeed.

For more information about the Council and its products and services for Canada's agriculture sector, please visit [www.cahrc-ccrha.ca](http://www.cahrc-ccrha.ca).





## Acknowledgements:

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### LMI Advisory Group

Chair: Newfoundland and Labrador Federation of Agriculture, Merv Wiseman  
AGRIcarrières: Robert Ouellet  
Agricultural Alliance of New Brunswick: Marc Ouellet  
Alberta Agriculture and Forestry: Alan Dooley  
British Columbia Agricultural Council: David Geen and Ken Denbok  
Canadian Association of Diploma in Agriculture Programs: Peter Enright  
Canadian Aquaculture Industry Alliance: Marilyn Hutchinson  
Canadian Herb Spice and Natural Health Products Coalition: Connie Kehler  
Canadian Federation of Agriculture: Jack Greydanus  
Canadian Young Farmers Forum: Pierre-Luc Lacoste  
Farm Credit Canada: Jean-Philippe (JP) Gervais  
Farm Management Canada: Heather (Ferrier) Oakley and Heather Watson  
Flowers Canada Growers: Ken Linington  
Canadian Nursery and Landscape Association: Sally Harvey  
Manitoba Agriculture: Stephanie Cruickshanks  
Nova Scotia Federation of Agriculture: Lloyd Dyck  
Ontario Federation of Agriculture: Peter Sykanda  
Ontario Ministry of Agriculture and Food and Rural Affairs: Barb Alves; Gail Gimpelj; Michael Weber; Rob Gamble and Nathan Stevens  
Prince Edward Island Agriculture Sector Council: Basil Attwood  
Saskatchewan Agriculture: Bob Wiens  
Sunterra Farms: Mark Chambers

### Provincial LMI Panel

Chair: Newfoundland and Labrador Federation of Agriculture, Merv Wiseman  
British Columbia: B.C. Agriculture, Heather Anderson, B.C. Jobs, Tourism and Skills Training, Yu Li  
Alberta: Alberta Agriculture and Forestry, Gerard Bos  
Saskatchewan: Saskatchewan Agriculture, Bob Wiens, Ministry of the Economy, Leah Goodwin  
Manitoba: Manitoba Agriculture, Food and Rural Development, Stephanie Cruickshanks, Manitoba Jobs and the Economy, Mona Pandey, Stacy Quinn and Matthias Rust  
Ontario: Ontario Ministry of Agriculture and Food & Rural Affairs, Barb Alves, Gail Gimpelj, Michael Weber, Rob Gamble and Nathan Stevens  
Nova Scotia: Nova Scotia Agriculture, Bettina Brown  
Quebec: AGRIcarrières, Robert Ouellet  
New Brunswick: New Brunswick Post-Secondary Education, Training and Labour, Meghann Douglas  
Prince Edward Island: Prince Edward Island Department of Agriculture and Forestry: Colleen Younie and Chris Jordan  
Newfoundland and Labrador: Advanced Education, Skills and Labour, Government of Newfoundland and Labrador, Derrick Barrett  
Agriculture and Agri-Food Canada: Li Xue

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## Appendix 2 – BCAC Council Capsule

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The BC Agriculture Council's mission is to continually improve the social, environmental and economic sustainability of BC agriculture.



### Capsule Highlights

[BCAC ACTIVITY UPDATE](#)

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[UPCOMING EVENTS](#)

[UPDATE ON BC'S WATER SUSTAINABILITY ACT](#)

[PROGRAM UPDATES](#)

[IMPORTANT LABOUR UPDATES](#)

[BCAC MEMBER UPDATE: BC DAIRY](#)

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## BCAC ACTIVITY UPDATE

### Ag Gala Highlight

With the craziness of January's ag-related events behind us, it's time to take a look back at the 2017 Agri-Food Industry Gala (or the "Ag Gala" as many of us refer to it).

We would like to again congratulate Lorne Hunter on being the recipient BCAC's Excellence in Agricultural Leadership Award. Wide support was shown through the standing ovation received as Lorne and his wife Charlotte were called up to the stage. Other award recipients of the evening included:

- [Scotiabank 2017 Champion of Agriculture - Succession Planning](#)

Penner Poultry Group - John & Janet Penner

- [BC Agriculture in the Classroom's 2016 Teacher of the Year](#)



### Important Dates

**March 8:** BC Strawberry Growers' AGM

**March 28:** Raspberry Industry Development Council AGM

**April 7:** Horse Council AGM

**April 11:** BCAC & ARDCorp Board Meetings

**April 12:** BCAC & ARDCorp

Karla Stroet

- [AgSafe 2016 Champion of Agriculture - Farm Safety](#)

Joe & Andy Bachmann

For a peek at some of the photos taken over the course of the evening, [view our photo gallery](#).



*Pictured above (left): BCAC Chair, Stan Vander Waal, Lorne & Charlotte Hunter, Doug Grimson, HUB International.*



A huge thank you is due to our generous sponsors who helped make the evening such a success.

## BCAC at National Meetings

BCAC representatives attended the Canadian Federation of Agriculture (CFA) Annual General Meeting in Ottawa February 22-23. This year's theme was Canada's 150: Our Farms. Our Food. Our Future.

### Highlights for CFA this past year included:

- Successful Industry-Government Round-table. The round-table helps set the stage for the annual Federal/Provincial/Territorial Ag Minister's meeting which is held at the same time. This year's discussion focused on setting the stage for the next agriculture policy framework (APF).
- After working with the provincial agriculture organizations (like BCAC), CFA published a discussion document in early 2016 outlining improvements for the next agriculture policy framework. It was encouraging to see a few of the key recommendations (i.e. support for environmental programs, public trust and improvements to BRM programs) included in the Calgary Statement released by the Ag Ministers in July.
- Four new commodity groups joined CFA in 2017 including the Canadian Honey

AGMs

May 25: BC Cattlemen's Association AGM



## Featured Farmer ID Card Benefits

Save on Travel!



Farmer ID Cardholders and their employees are eligible for hotel savings at

- [Choice Hotels](#),
- [Loden Hotel](#) in Vancouver,
- and [on-line hotel bookings](#).

There are also savings on rental cars with [Alamo](#), [Enterprise](#) and [National](#),

Savings on vacation tours are also available through [Select Holidays](#) or Collette Travel by calling your travel agent or 1-800-468-5955 and using [code 67Z8L](#).



**Group Life Insurance!**  
Farmer ID cardholders and their employees are eligible for Group Life Insurance at rates



Council and Mushrooms Canada.

#### Together is Better

Working through CFA on national issues provides BCAC with added leverage. With support from other provinces we raised a number of issues; improvements needed to BRM programs such as Agri-Stability and Agri-invest, changes to the Small Business Tax deductions, food safety requirements by retailers and tariffs on berry exports to China. All of these national issues are important to farmers in BC too. Adding our voice with others from across the country gives us much more influence to insight these changes.

#### Agriculture Helps Canada's Growth

A highlight from the AGM this year was the presentation by Dominic Barton, Chair of the federal Finance Minister's Advisory Council on Economic Growth. The report released in February, identifies Agriculture and Food, as one of six key sectors that can help Canada grow. [A copy of the full report can be found here](#). One point Mr. Barton made was that labour shortages will continue being a challenge for the sector. We need to ensure that workers are "re-skilled" to support the new technology being used in farming.

## BCAC, ARDCorp & IAF Annual General Meetings

The BCAC and ARDCorp Annual General Meetings will be held on April 12, 2017 at the Abbotsford Quality Hotel & Conference Centre. The meetings are held in conjunction with the Investment Agriculture Foundation's (IAF) Annual General Meeting.

The BCAC and ARDCorp annual reports will be distributed to members at the end of March.



#### Seeking "Pre-Farm Gate" Candidate Nominations:

BCAC, on behalf of the IAF member organizations and the sector as a whole, facilitates the appointment of IAF Directors. The director from the "pre-farm gate" group (e.g. input suppliers) is open and we are currently seeking nominations for this position.

#### Candidates should possess the following qualifications:

- Demonstrate experience in agriculture production and/or agri-food business operations.
- Demonstrate knowledge of farm organizations and the BC agriculture and agri-food industry.
- Previous experience and participation on agriculture or agri-business boards of directors.
- Strong interpersonal and communication skills.
- Demonstrate support and endorsement from recognized farm organizations.
- Previous experience on boards involved in financial decision making processes including training and experience in financial accounting, risk management, financial

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#### Free On-line Medical Services now Available

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employees can receive complimentary medical services from GOeVisit – a Canadian telemedicine platform that provides access in minutes to medical professionals anytime (24/7) and from anywhere, for over 35 non-emergency conditions, through a secure face-to-face video connection via computer, laptop, or smartphone.

**To access these complimentary services**, just pre-register by emailing [info@goevisit.com](mailto:info@goevisit.com), and provide your name and e-mail address.

For more information on GOeVisit, call 1-866-318-4748.



control systems and fund management would be a definite asset to the Board.

- Recognized and established record of leadership within the industry.

Please submit your nominations to [communications@bcac.bc.ca](mailto:communications@bcac.bc.ca) by **March 24, 2017**.

## Public Trust Initiative

The BCAC Public Trust initiative has been approved by the majority of BCAC members. BCAC is proceeding with next steps to launch the initiative.

The BCAC board will be strategically appointing four producer members to the HUB Steering Committee. If you know of a committed producer interested in serving on this committee, please get in touch with [Reg Ens](#), BCAC Executive Director.



## FREQUENTLY ASKED QUESTIONS:

### Why is BCAC taking this on?

- National and international research is showing that the general trust in farmers, while still high, is slipping.
- Without public support, farmers will continue being challenged on how they farm. With little connections to farming, groups are telling farmers how they should operate. Look at how the Ministry of Agriculture now includes activities supporting community gardens and urban agriculture; roles that most members would not traditionally see as "farming".
- Agriculture/rural votes are less important now than they were in the past. As farmers' political influence drops, it is more difficult to achieve our political goals.
- During the member discussions in 2016, it was decided that while public trust affects the entire food chain, farmers have the most to lose and the most to gain. As such it was decided for farmers to take the lead role.

### Is BC inventing something new?

- The BCAC led initiative is based on work done by the National Public Trust Working Group. The strategy came out of industry (farmers, processors, retailers and government) meetings held across the country in 2015-16. The "three-pillar" approach came from this engagement.
- As we have a Canadian food system, BC's work must align with the Canadian effort wherever possible.

### Who else is supporting this effort?

- At this stage only the BCAC member groups are providing financial support.
- BC Agriculture in the Classroom and the BC Food Processors Association have agreed to volunteer on the steering committee.
- Other value chain members (banks, feed companies, distributors, etc.) are supportive of the concept.
- The next federal/provincial agriculture agreement (Next Agriculture Policy Framework, or "GF3") which will cover 2018-2023 has identified public trust as one of the six key areas of the agreement.
- Maple Leaf Foods, Cargill Canada and Farm Credit Canada (FCC) along with several of the National Sustainability Roundtables and Canadian Federation of Agriculture (CFA) are supporting development of the national initiative.

## Thank you to our Sponsors!

The BC Agri-Food Gala, Ag Day and many other BCAC activities would not be possible without the support of our sponsors. Thank-you for being awesome:

### CHAMPION SPONSOR

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[Tim Hortons](#)  
[United Flower Growers](#)  
[West Coast Reduction](#)  
[YVR Airport Authority](#)

### Horse Council BC AGM

Location: Sheraton Vancouver Wall Centre. ([more info](#))

### May 25-27, 2017

### BC Cattlemen's Association AGM

The 89th Annual BCCA AGM will be hosted by the Kamloops Stockmen's Association at the Coast Kamloops Hotel & Conventions Centre. ([more info](#))



## WATER LICENSING UPDATE

### ALL NON-DOMESTIC WELL USERS MUST NOW BE LICENSED.

#### Deadline for waived application fee has been extended to December 31, 2017

(previously March 1, 2017)

#### What does this mean for Farmers?

The Water Sustainability Act and new regulations were brought into effect on February 29, 2016. This legislation requires **all non-domestic groundwater users, including farmers and ranchers**, to apply for a water license.

Existing groundwater users will have a 3-year period to apply for a license (Feb 29, 2016 - Mar 1, 2019). Licenses will also be required for any newly constructed wells from 2016 onward, with the exception of wells used only for only domestic purposes. Existing well owners that apply for a license in the first two years (2016 and 2017) will be exempted from application fees (until December 31, 2017). Applications received from January 1, 2018 and onward will need to pay the additional application fee.

#### Why license? It's the law!

Protect your rights by licensing your well. Licensees will have a right to use water based on their date of first use. Their rights will be protected based on the current First-in-Time-First-in-Right (FITFIR) priority water allocation system.



Under the FITFIR system, licensees with earlier licence dates (senior licensees) have priority over later licence dates (junior licensees) for accessing water. These rights are important during times of drought or water scarcity.

#### How to Apply?

1. **Apply** for your BC Electronic ID (BC EID) at [www.bceid.ca](http://www.bceid.ca). Without it, you cannot pause and save your online application to complete later.
2. **Collect** information: well ID plate number, location, depth, construction reports/invoices, quantity, water use purpose, appurtenances, evidence of first use and permits for related works.
3. **Submit** a water license application through FrontCounter BC. See link below to access online application.

[Link to online water license application here.](#)

#### Helpful Resources:

developing legislation, negotiating programs and enhancing existing services and benefits.

**Leading collaboration** among BC commodity associations on common issues, serving as a unified voice for them and connecting with other business organizations and government agencies.

**Building trust** by leading the launch of the public trust initiative.

**Delivering resources** through subsidiary companies like ARDCorp and WAL; providing programs, funding, and expertise to enhance the competitiveness, innovation, and viability of BC agriculture

#### Contact BCAC:

BC Agriculture Council  
#230 - 32160 South Fraser  
Way Abbotsford, BC V2T 1W5

Tel: 604.854.4454

Toll-free: 1-866.522.3447

Fax: 604.854.4485

E-mail: [info@bcac.bc.ca](mailto:info@bcac.bc.ca)

[www.bcac.bc.ca](http://www.bcac.bc.ca)



### Seasonal Agriculture Workers: Getting Started

BCAC's [Website](#) is continuously updated, but there is limited information for farmers who are thinking about

- BC Cattlemen's Association developed a [Helpful Hints document](#) to help guide producers through the online licensing application.
- For help with the application process contact FrontCounter BC at 1-877-855-3222 (toll free)
- If you are curious about the potential cost of your well a Water Rent Estimation Calculator has been created and can be found [here](#).

*The BCAC Water Sustainability Committee continues to work closely with government to ensure the implementation of BC's new Water Sustainability Act is as easy and painless as possible.*

## ARDCORP PROGRAM UPDATES

The Agricultural Research & Development Corporation (ARDCorp) is a wholly owned subsidiary of the BC Agriculture Council.

### Environment Farm Plan

The Environmental Farm Plan (EFP) Program is helping farmers identify on farm environmental risk. Completing an EFP will:

- Improve sustainability of BC's agricultural industry
- Recognize efforts to manage land in an environmentally sustainable manner
- Enhance marketing opportunities and improved relationships with environmental agencies
- Improve response to environmental incidents through contingency planning.



The EFP program is confidential, no charge and no obligation. Call ARDCorp at 1-866-522-3447 to get started. [Learn more](#)

### The BC Food and Climate Action Initiative

The BC Food and Climate Action Initiative continuously develops tools and resources to enhance agriculture's ability to adapt to climate change. For more information on these activities and events, see [here](#).



**Climate Action Initiative**  
BC AGRICULTURE & FOOD

## UPDATES ON LABOUR

**Temporary Foreign Workers (TFW)** continue to be a key part of many farms in BC. Approximately 6,500 Seasonal Agriculture Workers (SAWP) are estimated to have arrived in BC last year, up 15% from 2015. All of the partner countries reported that overall 2016 went very well.

BCAC incorporated the **Western Agriculture Labour Initiative Corporation ("WALI")** to focus on the following activities for 2017:

getting started. What can you do?

**Legally**, only registered immigration consultants are licensed to provide comprehensive information on the program. The best way to inform yourself is to thoroughly read Service Canada's [website](#) and talk to other growers who have used the program in the past.

Anyone who would like to talk to an immigration consultant can contact Mike Wallis, a licensed immigration consultant, who will assist growers for a fee. Ph: **604-302-9868**. Email: [mowallis@shaw.ca](mailto:mowallis@shaw.ca).



### AgriService BC

Do you have a question about a government program, regulation or service?

Call AgriService B.C. toll free: 1-888-221-7141

- Coordinating the TFW housing inspection process.
- Processing approved LMIA opinion letters (not assisting with the application process at this time).
- Working with governments (BC, Canada & Mexico) on issues with the program on behalf of BC growers.

#### Housing Inspection Reminders

Growers are reminded to:

- Use only inspectors on the [BCAC Approved List of Home Inspectors](#).
- Use only the BCAC inspection form (available through inspector)
- Ensure that water sample is from the location that workers will reside.
- Refer to the [Inspection Guide](#) document for additional information on inspection criteria.
- **Remember that workers may not be relocated to accommodations that have not been inspected.**

Talk to your inspector and your commodity association if you have questions relating to the inspection process.

#### LMIA Processing

BCAC (WALI) is now charging for processing LMIA applications for workers from Mexico (The Consulate of Mexico stopped providing this service in April 2016). Please refer to the update notice circulated to commodity associations in early December for additional details.

---

## UPDATES ON MEMBERSHIP


### BC Dairy: New Executive Director



BC Dairy Association is pleased to announce that Paul Hargreaves has been appointed the new General Manager.

Paul joined the BC Dairy team in 2001. Over the last 15 years, Paul has gained a deep understanding of the dairy industry and its challenges. In addition to his core role as Financial Officer, he has managed many of our policy files and the proAction program. As an active member of DFC's National Market Intelligence Committee, he has developed strong relationships with our partners across Canada.

Beyond BC Dairy, Paul has served as a director of the BC Agriculture Research and Development Corporation and is a member of BC Agriculture Council's finance committee. In his spare time he volunteers as a member of Canada's Accounting Standards Board. Paul, his wife, Catherine, and their two sons, Jack and Connor, live in North Vancouver.



**Pssst... there's an easier way to prove farm status!**

Flash your **Farmer ID Card** to access *coloured fuel*, farmer only tax benefits, insurance discounts and exclusive offers from businesses that want your business. The BCAC Farmer ID Card is government recognized and only available via the BC Agriculture Council (BCAC).

**Sign up today!**  
[www.bcac.bc.ca](http://www.bcac.bc.ca)

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### Appendix 3 – LMP Phase 1 Agriculture-Horticulture Data

LMP Phase 1 Agriculture-Horticulture Data								
		Total Workers Employed 2011	Employee	Self- employed	Unpaid family worker	Percent Full Time 2011	Job Openings to 2025	Expected annual demand growth rate (2015-2025)
<b>British Columbia</b>	<b>NOC 1</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>10</b>	<b>1</b>	<b>2-10</b>
Managers in agriculture	0821	11,700	3,430	7,975	295	55%	3,110	-0.1%
Managers in horticulture	0822	1,035	395	615	20	54%	210	-0.1
Agricultural representatives, consultants and specialists	2123	365	295	70	0	57%	120	1.5%
Biological technologists and technicians	2221	1,655	1,535	125	0	44%	390	0.9%
<del>Agricultural and fish products inspectors</del>	<del>2222</del>	<del>605</del>	<del>605</del>	<del>0</del>	<del>0</del>	<del>80%</del>	<del>180</del>	<del>0.7%</del>
Agricultural service contractors, farm supervisors and specialized livestock workers	8252	1,165	660	510	0	50%	280	0.7%
General farm workers	8431	7,775	6,135	1,255	390	23%	1,200	-0.1%
Nursery and greenhouse workers	8432	3,725	3,410	245	75	20%	660	0.2%
Harvesting labourers	8611	2,075	2,025	50	0	15%	480	0%

		Total Workers Employed 2011	Employee	Self- employed	Unpaid family worker
<b>Canada</b>	<b>NOC 1</b>	<b>11</b>			
Managers in agriculture	0821	168,015	37,880	124,400	5,470
Managers in horticulture	0822	4,725	2,140	2,515	70
Agricultural representatives, consultants and specialists	2123	6,340	5,485	850	10
Biological technologists and technicians	2221	10,320	10,065	255	0
<del>Agricultural and fish products inspectors</del>	<del>2222</del>	<del>5,170</del>	<del>5,125</del>	<del>40</del>	<del>0</del>
Agricultural service contractors, farm supervisors and specialized livestock workers	8252	9,820	6,085	3,530	210
General farm workers	8431	82,475	53,370	17,345	6,760
Nursery and greenhouse workers	8432	15,115	14,195	800	115
Harvesting labourers	8611	5,645	5,190	385	75

					Hourly Wage Rate 2015 (\$) <sup>1</sup>		
	NOC 1	% of job openings from replacement 2-10	% of job openings from expansion 2-10	Skill Level 1	Low	Median	High
<b>British Columbia</b>							
Managers in agriculture	0821	100%	0%	0	\$ 10.45	\$ 13.00	\$ 20.00
Managers in horticulture	0822	100%	0%	0	\$ 10.45	\$ 15.07	\$ 35.68
Agricultural representatives, consultants and specialists	2123	69%	31%	A	\$ 10.45	\$ 35.33	\$ 42.52
Biological technologists and technicians	2221	72%	28%	B	\$ 13.84	\$ 26.56	\$ 38.70
<del>Agricultural and fish products inspectors</del>	<del>2222</del>	<del>82%</del>	<del>18%</del>	<del>B</del>	<del>\$ 18.92</del>	<del>\$ 29.72</del>	<del>\$ 42.48</del>
Agricultural service contractors, farm supervisors and specialized livestock workers	8252	78%	22%	B	\$ 11.25	\$ 15.00	\$ 20.00
General farm workers	8431	100%	0%	C	\$ 10.45	\$ 15.00	\$ 27.69
Nursery and greenhouse workers	8432	91%	9%	C	\$ 10.45	\$ 11.50	\$ 19.00
Harvesting labourers	8611	100%	0%	D	\$ 10.45	\$ 11.25	\$ 20.82

	Employment by gender 2-10			Labour force by age group 2-10			
	NOC 1	Male	Female	15-24	25-44	45-64	65+
<b>British Columbia</b>							
Managers in agriculture	0821	66%	34%	3%	19%	48%	30%
Managers in horticulture	0822	71%	29%	4%	29%	51%	15%
Agricultural representatives, consultants and specialists	2123	67%	33%	0%	29%	55%	12%
Biological technologists and technicians	2221	47%	53%	14%	56%	27%	3%
<del>Agricultural and fish products inspectors</del>	<del>2222</del>	<del>56%</del>	<del>44%</del>	<del>0%</del>	<del>43%</del>	<del>55%</del>	<del>0%</del>
Agricultural service contractors, farm supervisors and specialized livestock workers	8252	57%	43%	14%	36%	45%	5%
General farm workers	8431	59%	41%	30%	26%	35%	9%
Nursery and greenhouse workers	8432	34%	67%	19%	34%	43%	4%
Harvesting labourers	8611	35%	65%	5%	40%	44%	11%

NOTES<sup>1</sup>:

- Data source for wage: ESDC Job Bank hourly wage updated in 2015, unless otherwise noted.
- The low wage rate refers to the 10th percentile, which indicates 90% of the workers in this occupation make the low wage or more;
- The high wage rate refers to the 90th percentile, which indicates 90% of the workers in the occupation make the high wage or less.

SKILLS LEVEL DEFINITIONS<sup>1</sup>:

SKILL LEVEL 0: Usually requiring a combination of education and experience  
 SKILL LEVEL A: Usually requiring a Bachelor’s, Graduate or First Professional Degree  
 SKILL LEVEL B: Usually requiring diploma, certificate or apprenticeship training  
 SKILL LEVEL C: Usually requiring secondary school and/or occupation-specific training  
 SKILL LEVEL D: Usually requiring on-the-job training



## **Employment by gender statistics for trades in British Columbia**<sup>9</sup>

### **Percentage of female employees Agriculture-Horticulture sector employment**

- 34% NOC 0821 Managers in agriculture<sup>3</sup>
- 29% NOC 0822 Managers in horticulture<sup>2</sup>
- 33% NOC 2123 Agricultural representatives, consultants and specialists<sup>4</sup>
- 53% NOC 2221 Biological technologists and technicians<sup>5</sup>
- 43% NOC 8252 Agricultural service contractors, farm supervisors and specialized livestock workers<sup>7</sup>
- 41% NOC 8431 General farm workers<sup>8</sup>
- 65% NOC 8611 Harvesting labourers<sup>10</sup>

### **Percentage of female employees Horticulture Trades**

- 67% NOC 8432 Nursery and greenhouse workers<sup>9</sup>
- 33% NOC 2225 Landscape and Horticulture Technicians and Specialists (includes Arborist Technician)<sup>13</sup>
- 17% NOC 8255 Contractors and Supervisors, Landscaping, Grounds Maintenance and Horticulture Services<sup>13</sup>
- 20% NOC 8612 Landscaping and Grounds Maintenance Labourers<sup>13</sup>

### **Percentage of female employees other Trades**<sup>13</sup>

- 2% NOC 7321 Automotive service technicians, truck and bus mechanics and mechanical repairers
- 4% NOC 7242 Industrial electricians
- 2% NOC 7241 Electricians (except industrial and power system)
- 2% NOC 7271 Carpenters
- 2% NOC 7251 Plumbers
- 4% NOC 7521 Heavy equipment operators (except crane)
- 12% NOC 7294 Painters and decorators (except interior decorators)
- 9% NOC 9536 Industrial painters, coaters and metal finishing process operators
- 3% NOC 7237 Welders and related machine operators
- 1% NOC 7252 Steamfitters, pipefitters and sprinkler system installers
- 5% NOC 2244 Aircraft instrument, electrical and avionics mechanics, technicians and inspectors

### **Data Citations**

- 1** Canada. British Columbia. Ministry of Jobs, Tourism and Skills Training. Work BC Division. British Columbia 2025 Labour Market Outlook. 5th Edition. Victoria, B.C., 2016. <https://www.workbc.ca/getmedia/00de3b15-0551-4f70-9e6b-23ffb6c9cb86/LabourMarketOutlook.pdf.aspx>
- 2** "Managers in horticulture (NOC 0822)." WorkBC Official Website - Explore Career Profiles. Accessed December 23, 2016. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/0822>.
- 3** "Managers in agriculture (NOC 0821)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/0821>.
- 4** "Agricultural representatives, consultants and specialists (NOC 2123)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/2123>.
- 5** "Biological technologists and technicians (NOC 2221)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/2221>.

**6** "Agricultural and fish products inspectors (NOC 2222)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/2222>.

**7** "Agricultural service contractors, farm supervisors and specialized livestock workers (NOC 8252)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/8252>.

**8** "General farm workers (NOC 8431)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/8431>.

**9** "Nursery and greenhouse workers (NOC 8432)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/8432>.

**10** "Harvesting labourers (NOC 8611)." WorkBC Official Website - Explore Career Profiles. Accessed January 22, 2017. <https://www.workbc.ca/Jobs-Careers/Explore-Careers/Browse-Career-Profile/8611>.

**11** Statistics Canada. 2013. 2011 National Household Survey British Columbia. 99-012-X2011033 June 26, 2013. <http://www12.statcan.gc.ca/global/URLRedirect.cfm?lang=E&ips=99-012-X2011033>

**12** Statistics Canada. 2013. 2011 National Household Survey Canada. 99-012-X2011033 June 26, 2013. <http://www12.statcan.gc.ca/global/URLRedirect.cfm?lang=E&ips=99-012-X2011033>

**13** Explore Career Profiles. WorkBC Official Website. Accessed December 23, 2016. <https://www.workbc.ca/Jobs-Careers/Explore-Careers.aspx>

## **Appendix 4 – LMP Phase 1 Agriculture-Horticulture Survey**

### **Labour Market Partnership Project for the Ag Horticulture Sector**

#### **1. This Survey provides Your Input into Your Labour Issues**

**Labour can be described in a variety of ways - needing people to get things done, having a specific job, applying a particular skill to get work done.**

**This survey is your opportunity to provide information about what you need - now and in the future, from low-skilled to managerial level, and describe the skills you need them to have.**

**Your answers will help to develop a framework of options, and potentially, new avenues to access workers at the skill levels you need.**

**There will be a draw of four \$25 Tim Horton's Gift Cards for respondents who complete the full survey by Monday March 13th, 12:00 noon**

1

## Labour Market Partnership Project for the Ag Horticulture Sector

### 2. Your Contact Information

**Managing your Human Resources to handle the work that needs to be done is key to your success. You will be asked questions about your HR challenges, which will be collated with other companies for one 'overall' anonymous report. However, we may have further questions about your responses, so will need your contact information.**

**This survey originates from the BCLNA. HortEducationBC is the project manager and will be your contact if you have questions about this survey.**

- Bill Hardy at [bhardy@horteducationbc.com](mailto:bhardy@horteducationbc.com)
- Lindsay Lindholm at [lindsay@horteducationbc.com](mailto:lindsay@horteducationbc.com).

**\* 1. Please provide your contact information** (name, company, email address, and best phone to reach you)

Contact Name	<input type="text"/>
Company	<input type="text"/>
Email Address	<input type="text"/>
Phone Number	<input type="text"/>

2

**Labour Market Partnership Project for the Ag Horticulture Sector**

**3. Agriculture Labour Market Phase 1 Survey**

**Please describe your Business.**

**2. How long has your organization been in business?**

- 0-4 yrs
- 5-9 yrs
- 10-19 yrs
- 20-29yrs
- 30-49yrs
- 50+

**3. How many people does your organization currently employ?**

**4. How many of the people employed by your organization are temporary foreign workers employed under the Seasonal Agriculture Work Program (SAWP)?**

**5. Assuming labour shortage would not be a barrier, do you expect to expand your business in the next 2-5 years?**

- Yes
- No
- Unsure

## Labour Market Partnership Project for the Ag Horticulture Sector

### 4. Expansion Reasons

**6. What are the reasons for your expectation of expansion?** *(Select all that apply)*

- Expanding market to include new products
- Expanding market to export to new regions
- Expanding market to new potential purchasers, i.e. big box stores
- General increased demand
- Expanding to bring in family members
- Other (please specify)

**7. If your organization is using domestic workers to fill your unskilled labour needs; based on the current number of domestic workers, what percentage increase of domestic workers will your organization need in the next 5 years?**

**8. If your organization is using SAWP workers, based on the current number of SAWP workers employed, what percentage increase of SAWP workers will you need in the next 5 years?**

4

## Labour Market Partnership Project for the Ag Horticulture Sector

6.

11. Adequate labour seems to be a consistent issue in many industries and businesses. In the agricultural sector, the SAWP worker program seems to have alleviated labour issues with low-skilled labour needs.

However, many farmers would prefer local people to come work for them, if they would be able to find them.

**Would you prefer to hire local low-skilled workers if they were willing and able to work?**

Yes

No

Comments?

12. **Which positions does your organization have difficulty filling?** *(Select all that apply)*

Labour

Skilled Labour

Labour Supervision

Middle Management (Assistant Grower, Operations Assistant)

Upper Management (Head Grower, Operations Managers)

None of these

Other (please specify)

6

## Labour Market Partnership Project for the Ag Horticulture Sector

### 7. National Occupational Classification

**Jobs are officially classified into categories using the National Occupational Classification (NOC) system to enable the government and industry to assess gaps. There are 8 NOC categories for Agriculture within the scope of this study. Each category has a definition and a list of job titles to help you understand the category. This make the questions look long and more daunting than they are.**

**Essentially, you are being asked to state:**

- 1. How many employees you employ in each of the 9 categories**
- 2. How many of those employees are women**
- 3. What are the job types for the positions in the category**

**It is critical to define the size and scope of the jobs available in the Ag-Hort Industry and we appreciate your patience.**

**If you do not employ anyone in a job category please enter a value of "0" or "N/A"**

*\*Note: NOC Category Job Titles have been redacted to exclude job titles outside the scope of this survey. For a full list of job titles for each NOC category visit <http://noc.esdc.gc.ca/English/NOC/welcome.aspx?ver=16>*

#### **13. How many employees do you employ for "NOC 0821 Managers in Agriculture"?**

Definition: Managers in agriculture plan, organize, direct, control and evaluate the operations and functions of farms. They are responsible for growing crops, raising and breeding livestock, poultry and other animals and marketing farm products. Managers in this unit group usually own and operate their own establishment.

Job Titles included in this category are:

- apiarist
- apiculturist
- apple grower
- apple producer
- bean sprout farmer
- bean sprout grower
- beekeeper
- farm manager
- farmer (except nursery and fish farm)
- feedlot farmer
- forage crop farmer
- fruit farm operator

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- fruit farmer
- fruit grower
- fruit producer
- ginseng grower
- grape grower
- grape producer
- hop grower
- hop producer
- market gardener
- mixed farmer
- mushroom grower
- mushroom producer
- organic grower
- seed farmer
- seed grower
- seed producer
- sod farmer
- tomato grower
- turf farmer
- vegetable gardener
- vegetable grower
- vineyard manager
- viticulturist

14. Based on your selections for "NOC 0821 Managers in Agriculture"; what position "types" do you employ for each title? (Select all that apply)

Note\*, "Seasonal" work is defined as, steady hours "for some but not all months of the year".

	Full-time Permanent 30hrs or more per week	Full-time Seasonal 30hrs or more per week	Part-time Permanent Less than 30hrs per week	Part-time Seasonal Less than 30hrs per week	SAWP Workers	N/A
Select all job types you employ for this category	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

15. How many of the positions you listed for NOC 0821 Managers in Agriculture, are held by women?

**16. How many employees do you employ for "NOC 0822 Managers in horticulture"?**

Definition: Managers in horticulture plan, organize, direct and control the activities of nursery and greenhouse staff who grow and market trees, shrubs, flowers and plants. (Select all that apply)

Job Titles included in this category are:

- Christmas tree farm operator
- evergreen grower
- flower grower
- greenhouse manager
- greenhouse operator
- horticultural greenhouse operator
- hothouse flower grower
- hydroponic greenhouse operator
- hydroponics grower
- hydroponics operator
- nursery manager
- nursery operator
- nurseryman/woman
- plant grower – nursery
- rose grower
- shrub grower
- tree grower – nursery
- tree nursery operator

**17. Based on your selections for "NOC 0822 Managers in horticulture"; what position "types" do you employ for each title? (Select all that apply)**

Note\*, "Seasonal" work is defined as, steady hours "for some but not all months of the year".

	Full-time Permanent <i>30hrs or more per week</i>	Full-time Seasonal <i>30hrs or more per week</i>	Part-time Permanent <i>Less than 30hrs per week</i>	Part-time Seasonal <i>Less than 30hrs per week</i>	SAWP Workers	N/A
Select all job types you employ for this category	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**18. How many of the positions you listed for NOC 0822 Managers in horticulture, are held by women?**

9

**19. How many employees do you employ for "NOC 2123 Agricultural representatives, consultants and specialists"?**

Definition: Agricultural representatives, consultants and specialists provide assistance and advice to farmers on all aspects of farm management, cultivation, fertilization, harvesting, soil erosion and composition, disease prevention, nutrition, crop rotation and marketing. They are employed by businesses, institutions and governments that assist the farming community, or they may be self-employed.

Job Titles included in this category are:

- agricultural advisor
- agricultural consultant
- agricultural extension supervisor
- agricultural representative
- agricultural soil and crop specialist
- agricultural specialist
- agriculturist
- agrologist
- agronomist
- consulting agrologist
- crop specialist
- farm management consultant
- farming consultant
- growers' advisor
- irrigation consultant – agriculture
- P.Ag. (professional agrologist)
- professional agrologist (P.Ag.)
- soil conservationist
- soil fertility expert

**20. Based on your selections for "NOC 2123 Agricultural representatives, consultants and specialists"; what position "types" do you employ for each title? (Select all that apply)**

*Note\*, "Seasonal" work is defined as, steady hours "for some but not all months of the year".*

	<b>Full-time Permanent</b> <i>30hrs or more per week</i>	<b>Full-time Seasonal</b> <i>30hrs or more per week</i>	<b>Part-time Permanent</b> <i>Less than 30hrs per week</i>	<b>Part-time Seasonal</b> <i>Less than 30hrs per week</i>	<b>SAWP Workers</b>	<b>N/A</b>
Select all job types you employ for this category	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

21. How many of the positions you listed for NOC 2123 Agricultural representatives, consultants and specialists, are held by women?

22. How many employees do you employ for "NOC 2221 Biological technologists and technicians"?

Definition: Biological technologists and technicians provide technical support and services to scientists, engineers and other professionals working in fields such as agriculture, resource management, environmental protection, plant and animal biology, microbiology, cell and molecular biology and health sciences, or may work independently in these fields. They are employed in both laboratory and field settings by governments, manufacturers of food products, chemicals and pharmaceuticals, biotechnology companies, health, research and educational institutions, environmental consulting companies, and resource and utilities companies.

Job Titles included in this category are:

- agricultural sciences technician
- agricultural technician
- agricultural technologist
- agrology technician
- agrology technologist
- agronomy technician
- agronomy technologist
- bacteriological technician
- bacteriological technologist
- biological laboratory technologist
- biological technician
- biological technologist
- biotechnology technician
- botanical technician
- botanical technologist
- crop production technician
- ecological technician
- ecological technologist
- entomological technician
- entomological technologist
- field crop technician
- field crop technologist
- food bacteriological technician
- food bacteriological technologist
- industrial bacteriological technician
- industrial bacteriological technologist
- microbiological technician
- microbiology quality control technologist
- microbiology technician (except medical)

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- microbiology technologist (except medical)
- mycological technician
- mycological technologist
- natural resources technician – biology
- plant breeding technician
- plant pathology technician
- plant pathology technologist
- seed technologist
- soil bacteriological technician
- soil bacteriological technologist
- virology technologist

23. Based on your selections for "NOC 2221 Biological technologists and technicians"; what position "types" do you employ for each title? (Select all that apply)

Note\*, "Seasonal" work is defined as, steady hours "for some but not all months of the year".

	Full-time Permanent <i>30hrs or more per week</i>	Full-time Seasonal <i>30hrs or more per week</i>	Part-time Permanent <i>Less than 30hrs per week</i>	Part-time Seasonal <i>Less than 30hrs per week</i>	SAWP Workers	N/A
Select all job types you employ for this category	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

24. How many of the positions you listed for NOC 2221 Biological technologists and technicians, are held by women?

25. How many employees do you employ for "NOC 8252 Agricultural service contractors, farm supervisors and specialized livestock workers"?

Definition: Agricultural service contractors, who own and operate their own businesses, provide agricultural services such as soil preparation, crop planting, crop spraying, cultivating or harvesting. Farm supervisors supervise the work of general farm workers and harvesting labourers.

Job Titles included in this category are:

- agriculture foreman/woman
- apple orchard foreman/woman
- contractor – agricultural service
- crop harvesting contractor

- crop harvesting service contractor
- custom harvester
- farm boss
- farm business foreman/woman
- farm foreman/woman
- farm irrigating system contractor
- farm machinery custom operator
- farm operation foreman/woman
- farm operation supervisor
- farm produce grading service contractor
- farm produce packing service contractor
- farm supervisor
- farm workers supervisor
- field crop and vegetable workers foreman/woman
- field crop foreman/woman
- field-grown crop foreman/woman
- field-grown crop workers foreman/woman
- fruit farm foreman/woman
- fruit farm workers foreman/woman
- hop farm foreman/woman
- irrigation supervisor – agriculture
- orchard foreman/woman
- planting and cultivation contractor
- seed cleaning service contractor
- seeding contractor
- soil preparation contractor
- soil-testing service contractor
- vegetable farm foreman/woman
- vegetable farm workers foreman/woman
- vineyard foreman/woman
- vineyard workers foreman/woman
- weed control service contractor – agriculture

26. Based on your selections for "NOC 8252 Agricultural service contractors, farm supervisors and specialized livestock workers"; what position "types" do you employ for each title? (Select all that apply)

Note\*, "Seasonal" work is defined as, steady hours "for some but not all months of the year".

	Full-time Permanent 30hrs or more per week	Full-time Seasonal 30hrs or more per week	Part-time Permanent Less than 30hrs per week	Part-time Seasonal Less than 30hrs per week	SAWP Workers	N/A
Select all job types you employ for this category	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

27. How many of the positions you listed for NOC 8252 Agricultural service contractors, farm supervisors and specialized livestock workers, are held by women?

28. How many employees do you employ for "NOC 8252 Agricultural service contractors, farm supervisors and specialized livestock workers"?







































































































































































































































































The key component of Phase 1 is 'Sector Engagement'. Consequently, recruiting key associations and individuals to participate throughout the entire project is key. As such, a Partnership Committee Terms of Reference has been developed to act as a guideline for the committee (Appendix 1).

**Partnership Committee Terms of Reference:**

- Key elements are:
  - Have a broad knowledge of labour issues in the ag hort sector,
  - Understand labour market challenges and the importance of recruitment and training,
  - Be able to function well in a team with good communication skills and good work ethics,
  - Be able to attend at least one face-to-face meeting in Phase 1, with the remainder of Phase 1 work to be done via conference call and email,
  - Be able to review statistics, information and reports as required.

**Phase 1 Workplan:**

The Phase 1 workplan has been established and will include the following:

- Background research to define the size and breadth of the ag hort sectors,
- Survey / canvas approximately 6 key individuals / organizations to identify key issues, relevant job occupations and identify other stakeholders within each sub-sector (6 interviews),
- Analyze and summarize collected data,
- Development of a Discussion Paper to serve as a primer for subsequent engagement sessions,
- Plan and recruit participants and facilitate approximately four engagement meetings in the major horticultural regions (Vancouver Island, Fraser Valley, Okanagan / Interior),
- Prepare an Interim report, circulate for comment and approval. Include revisions and re-approval if necessary,
- Partnership Committee meets to validate final report and develop consensus on moving forward with Phase 2 Application.

There is no cost to participate in this project. All volunteer hours will be documented as in-kind hours for the Ministry. Participant hard costs such as travel, parking, etc. may be reimbursed through the project funding.

This project is key in helping the sector determine labour market gaps and recruitment and training challenges. The BC Landscape & Nursery Association, the BC Agriculture Council and its Project Manager HortEducationBC looks forward to working with you on this very important undertaking.

Please direct any questions to:

**Bill Hardy**

Business Manager

HortEducationBC

P: 604 430-0422 C: 604 841-8077 E: [bhardy@telus.net](mailto:bhardy@telus.net)

Appendix 1

Ag Hort Labour Market Partnership Project  
**Partnership Committee**  
**Terms of Reference**

Date: October 15, 2016

**1. General Purpose**

This Committee is established for the purposes of supporting and guiding the Ag Hort Labour Market Partnership Project to effectively complete Phase 1 of this Ministry of Jobs, Tourism and Skills Development project # C17LMP024.

This committee is assisting the BC Agriculture Council and the BC Landscape & Nursery Association and HortEducationBC in its function of governance by:

- Holding meetings as required by the program to provide input for the sector represented and the influence the project to benefit all members.
- Work together with the associations to provide the information and produce the required outcome to complete Phase 1.

**2. Duties & Assignments:**

- To review the statistics, information and reports as requested by the Project Manager.
- To communicate and cooperate with all member associations.
- To hold conference calls and/or meetings to provide input.
- To consider options for continuance of the program to develop Phase 2 based on information gathered in Phase 1.

**3. Appointments and Composition**

The Ag Hort Partnership Committee will be comprised of one or two representatives from each of the BCAC Ag Hort Sector groups, (List attached) if they choose to participate. Representation will be the senior staff and/or a representative appointed by the respective association.

**4. Duration of Appointment**

The term of appointment will be for the duration of Phase 1. Should the association agree to participate in subsequent project phases, the appointment may extend to future phases.

**5. Resources:**

The Ag Hort Partnership Committee is provided with funding for meeting expenses and conference calls as per the project workplan and budget. HortEducationBC will be the staff support for this project, with overall administration of the project by BCLNA in collaboration with BCAC.

<b>Ag Hort Labour Market Partnership Project - Steering Committee Members (Staff, with Industry to be confirmed)</b>		
<b>Organization</b>	<b>Staff</b>	<b>Email</b>
BC Honey Producers' Assn	Kerry Clark	<a href="mailto:president@bcbeekeepers.com">president@bcbeekeepers.com</a>
BC Blueberry Council	Debbie Etsell	<a href="mailto:info@bcblueberry.com">info@bcblueberry.com</a>
BC Mushroom Producers Assn	inactive	
BC Greenhouse Growers Assn	Linda Delli Santi	<a href="mailto:linda@bcgreenhouse.ca">linda@bcgreenhouse.ca</a>
United Flower Growers Cooperative	Bob Pringle	<a href="mailto:bpringle@ufgca.com">bpringle@ufgca.com</a>
FV Cole Crop Growers Assn	Mike Wallis	<a href="mailto:mowallis@shaw.ca">mowallis@shaw.ca</a>
FV Pea & Bush Bean Growers Assn	Brent Harris, Pres	<a href="mailto:brent@fraserlandfarms.com">brent@fraserlandfarms.com</a>
BC Fruit Growers Assn,	Glen Lucas & Bunvir Nijjar	<a href="mailto:glucas@bcfga.com">glucas@bcfga.com</a>
		<a href="mailto:bnijjar@bcfga.com">bnijjar@bcfga.com</a>
BC Potato Growers Assn	Leisa Yee	<a href="mailto:lyee_pvg@telus.net">lyee_pvg@telus.net</a>
BC Cranberry Growers Assn	Mike Wallis	<a href="mailto:info@bccranberrygrowers.com">info@bccranberrygrowers.com</a>
BC Grape Growers Assn	Louise Corbeil	<a href="mailto:louise@grapegrowers.bc.ca">louise@grapegrowers.bc.ca</a>
BC Strawberry Growers Assn	Lisa Craig	<a href="mailto:info@bcstrawberries.com">info@bcstrawberries.com</a>
BC Landscape & Nursery Assn	Hedy Dyck	<a href="mailto:hdyck@bclna.com">hdyck@bclna.com</a>
BC Cherry Assn	Erin Carlsson	<a href="mailto:admin@bccherry.com">admin@bccherry.com</a>
		<a href="mailto:erin@bccherry.com">erin@bccherry.com</a>
Raspberry Industry Dev Council	Lisa Craig	<a href="mailto:council@bcraspberries.com">council@bcraspberries.com</a>
<b>Ex-officio Members</b>		
BC Agriculture Council	Reg Ens	<a href="mailto:reg@bcac.bc.ca">reg@bcac.bc.ca</a>
Ministry of Jobs, Tourism & Skills Training	Philip Evans	<a href="mailto:philip.evans@gov.bc.ca">philip.evans@gov.bc.ca</a>
HortEducationBC	Bill Hardy	<a href="mailto:bhardy@horteducationbc.com">bhardy@horteducationbc.com</a>