

Farm and Food Business Planning Employer Perspectives

Modern, Dispersed, Poised for
Growth, Impacted by Vacancies

REPLACEMENT & TRANSFER WORKER PROCESS

FARM & FOOD BUSINESS PLANNING



Replacement & Transfer Worker Process

Importance: Employers who utilize SAWP

- 35% use replacement workers &
- 65% use worker transfers on their farms

Issue: Replacement & Worker Transfer not timely enough to meet labour requirements

- 58% SAWP employers said: process is taking over a month

Impacts:

- “so slow this year, we didn't bother asking.”
 - Lost harvest
 - Decreased production
 - Reduction of farm size
 - Significant financial loss to farms & local economy

✓ **Streamline process for SAWP Replacement
& Transfer Workers**



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TIMELINES

FARM & FOOD BUSINESS

PLANNING



LMIA Timelines SAWP, Ag Stream, Primary Processing

Importance: Timely administration LMIA necessary to fill critical job vacancies for food production for live plants & animals

Issue: LMIA Timelines increasing

- Service Canada:
 - SAWP: 14 days (Jan. 2018)
 - SAWP: 18 days (Feb. 2018)
- **Ag & Agri-Food Employers:**
 - **SAWP:** 4.6 weeks in the past this year 6.6 weeks (Nov. 2017)
 - **Ag Stream:** 4.6 weeks (April 2018)
 - **Meat Processing:** 8 weeks (April 2018)



Source: ESDC and IRCC webinar fall

Sources:

CFA meetings with Service Canada Jan-March 2018

CAHRC, A Review of the Seasonal Agriculture Worker Program, 2017, n=548

+ LTF Feedback April 2018

Industry Recommendations: LMIA Timelines

- **Benchmark LMIA process with clear service delivery standards**
- **Provide regular, public reporting on timelines for the LMIA process**
- **LMIA online portal with tracking mechanism**



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RENEWALS FOR THE TRANSITIONAL WORKER

FARM & FOOD BUSINESS PLANNING



ERIC FROM ASHBURN, ONTARIO



- Farm Worker from Guatemala
- Started in 2012 as TFW at Greenwood Mushroom Farm
- Entry level harvester
- Heard abt job from his sisters that worked at Greenwood
- Rec. training would like to be a Harvest Supervisor
- Family bought a home in Guatemala
- Wife now goes to college and his son goes to a paid pre-school

× **Eric would like to become permanent resident**

Eric's issues:

- ✓ Eric happy the 4 in 4 out rule changed so he can keep working
- ✓ If Eric able to immigrate he wants to cont. working at the farm
- × Ontario's PNP option does not work for farm & food workers
- × Federal option also does not exist

Greenwood Mushroom Farm, 270 Canadian workers

Ashburn population 6,400 and 1 hr from Toronto

Mushroom Farm Wages:



- Entry Level to Experienced Harvester \$minimum/hr to \$29/hr
- Supervisor: \$35,000/yr to \$80,000 /yr

Mushroom farm Ntl Vacancy Rate 9.7%



Issues: Ag Stream & Primary Processing Renewals

- **Importance:** Workers here in Canada, trained agriworkforce, skills & experience filling job vacancies.
 - cattle, hog, mushroom farms, greenhouses, aquaculture and meat processing plants in rural areas the LMIA is the first step on the Pathway to Permanent residency.

Rural Canadian Sectors	CAHRC Survey Total WF	Newcomers/Immigrants	TFWs Current	Vacancies
Mushrooms 	2917	83	730	283 (9.7%)
Meat 	15,897	454	713	1,475 (9.3%)

Source: CAHRC, **Multiplying Mushroom Sector Opportunities with Rural Canadian Growth, 2017**;
 Labour Shortages in Rural Abattoirs: Solutions & Opportunities for Canadian Rural Immigration