



# The State of the Agriculture and Forestry Workforce Across Hastings, Prince Edward and Lennox and Addington Counties



## **Background**

Although on average across Hastings, Prince Edward and Lennox and Addington Counties combined, Agriculture and Forestry are not one of the top five industries in employee size or counts of businesses, they are still industries that have a significant impact on the local economy and contribute to the local workforce.

Over the past couple of years, the Centre for Workforce Development (CFWD) has focused on addressing the labour force issues within the top industries of Manufacturing, Health Care, Construction and Hospitality/Tourism. However, during this same time period, we have closely been monitoring shoulder industries such as Agriculture and Forestry as there are indicators that not only are they experiencing some growth, they are also encountering talent attraction and retention.

Over the next fiscal year of 2021-22, CFWD is looking to address the workforce issues that Agriculture and Forestry are encountering. Examples of what we hope to do include the hosting of a virtual career fair. To best understand what the industry is facing and develop strategies to address them, CFWD wants your preliminary feedback.

This document lays out some of the known data about the local industry and will be used as a lead off to a discussion on next steps.

We will look at:

- What is your vision/desired end state?
- What are your assets and gaps? What are your needs?
- What strategies, next steps can we take?

## Business Counts

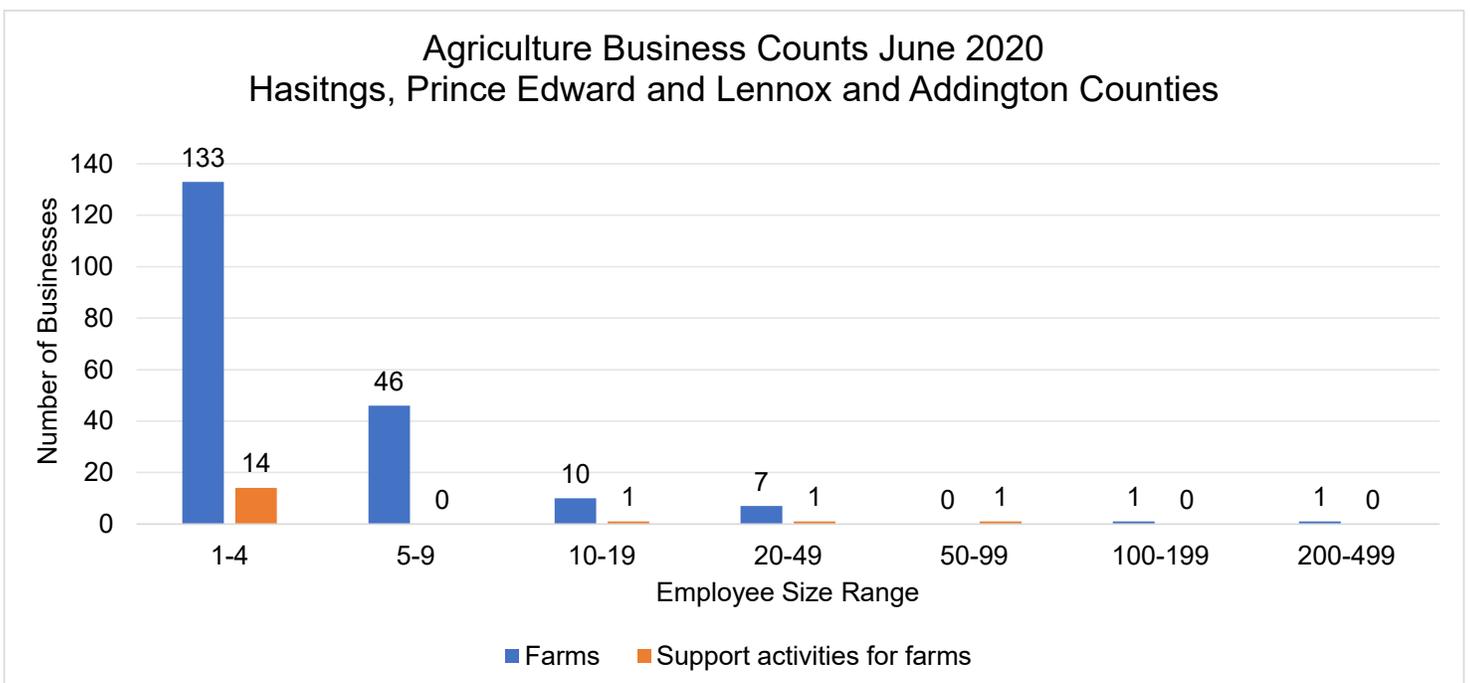
In terms of number of businesses with employees, Agriculture and Forestry together are tied in the top five industries in Hastings County as well as Prince Edward County. For Lennox and Addington County, they sit at sixth. The industries traditionally do not appear in business count tables due to other industry sectors that are slightly larger. The exception is Prince Edward County.

With regards to total number of employees, this industry sector accounts for an overall 2% of employment. Although not as high as industries such as Manufacturing or Health Care, this is still providing significant employment opportunities.

The source for the above data comes from the June 2020 Business Counts and does not include any pandemic data.

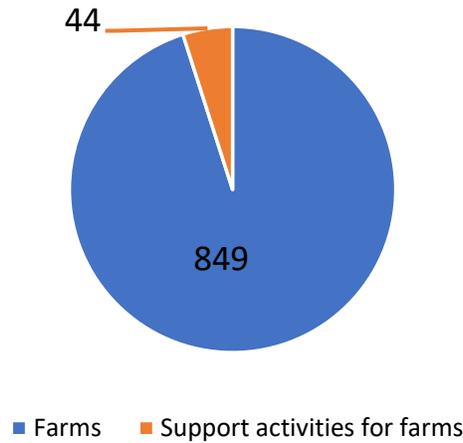
The following tables will break out Agriculture and Forestry separately .

## Agriculture



Source: Emsi, 2020

Indeterminate Agriculture Business Counts June 2020  
 Hasitngs, Prince Edward and Lennox and Addington Counties

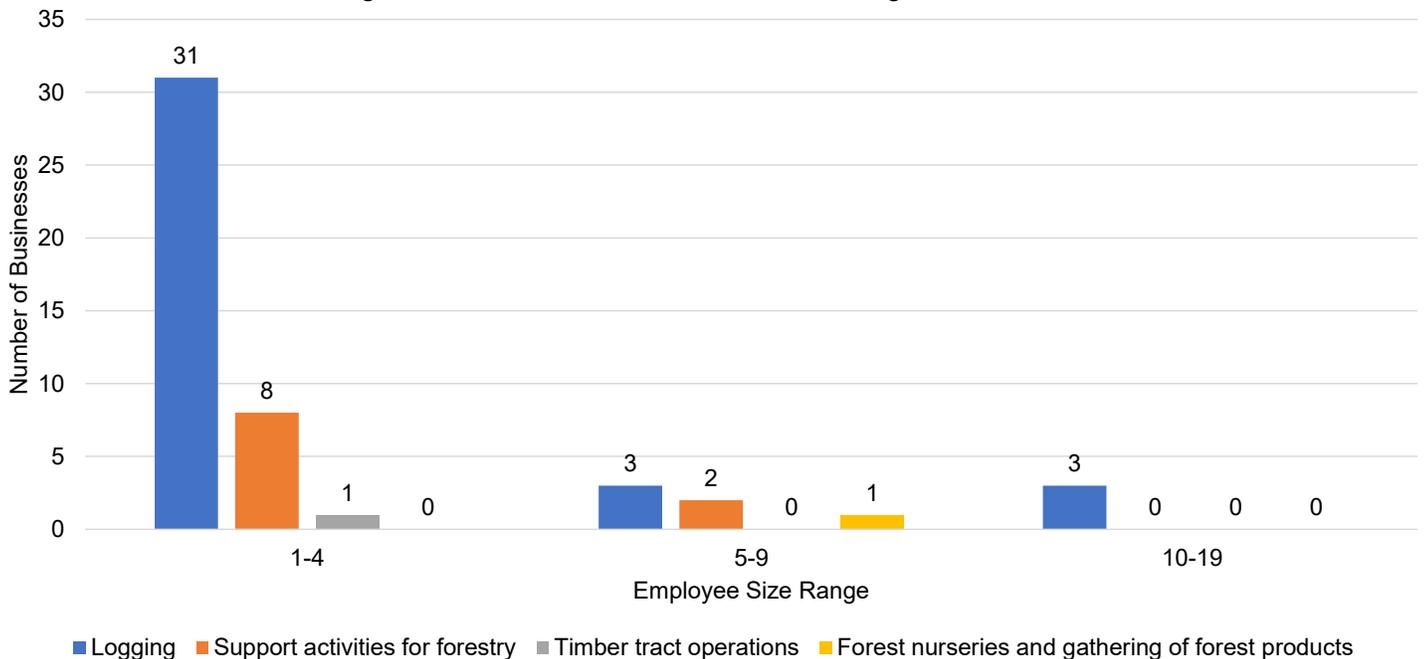


Source: Emsi, 2020

Indeterminate businesses are ones that do not maintain an employee payroll, but may have a workforce which consists of contracted workers, family members or business owners.

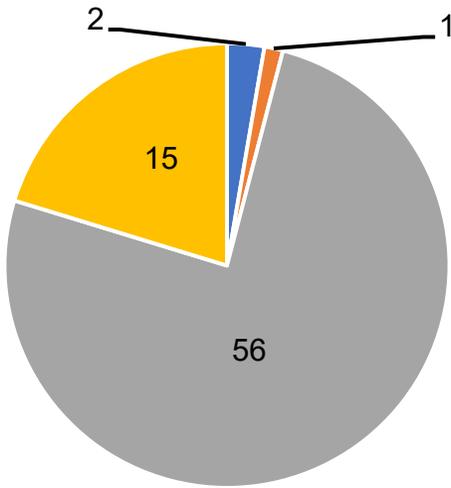
## Forestry

Forestry Business Counts June 2020  
 Hasitngs, Prince Edward and Lennox and Addington Counties



Source: Emsi, 2020

Indeterminate Forestry Business Counts June 2020  
Hasitngs, Prince Edward and Lennox and Addington Counties



- Logging
- Support activities for forestry
- Timber tract operations
- Forest nurseries and gathering of forest products

Source: Emsi, 2020

**Staffing Projections**

The following tables are drawn from Emsi, 2020 as the data source. This is an important point of discussion as Economic Modelling is developed using several data sources including historical trends to project future needs of the workforce. Models do not always speak to what is truly happening at the local level.

Below is a selection of occupations related to Agriculture and businesses that support Agriculture. Numbers in red are a decrease in occupations.

Description	% Change (2019 - 2028)
Accounting technicians and bookkeepers	93%
Construction trades helpers and labourers	75%
Store shelf stockers, clerks and order fillers	74%
Supervisors, supply chain, tracking and scheduling co-ordination occupations	66%
Heavy equipment operators (except crane)	61%
Heavy-duty equipment mechanics	56%
Accounting and related clerks	55%
Agricultural and fish products inspectors	50%
Biological technologists and technicians	45%
Industrial butchers and meat cutters, poultry preparers and related workers	38%
Shippers and receivers	38%
Transport truck drivers	37%
Material handlers	33%
Aquaculture and marine harvest labourers	32%
General office support workers	25%
Testers and graders, food and beverage processing	24%
Butchers, meat cutters and fishmongers - retail and wholesale	(2%)
Agricultural service contractors, farm supervisors and specialized livestock workers	(4%)
General farm workers	(18%)
Nursery and greenhouse workers	(21%)
Managers in agriculture	(25%)
Harvesting labourers	(30%)
Pest controllers and fumigators	(49%)
Managers in aquaculture	(54%)
Managers in horticulture	(57%)
Agricultural representatives, consultants and specialists	(80%)

Source: Emsi, 2020

Below is a selection of occupations related to Forestry and businesses that support Forestry. Numbers in **red** are a decrease in occupations.

Description	% Change (2019 - 2028)
Labourers in wood, pulp and paper processing	54%
Accounting technicians and bookkeepers	34%
Other wood processing machine operators	30%
Lumber graders and other wood processing inspectors and graders	26%
Underground production and development miners	25%
Sawmill machine operators	24%
Administrative officers	15%
Accounting and related clerks	7%
Administrative assistants	6%
Logging and forestry labourers	(6%)
Logging machinery operators	(7%)
Heavy-duty equipment mechanics	(9%)
Forestry technologists and technicians	(11%)
Heavy equipment operators (except crane)	(14%)
Transport truck drivers	(16%)
Managers in natural resources production and fishing	(20%)
Silviculture and forestry workers	(21%)
Chain saw and skidder operators	(22%)
Material handlers	(30%)
Woodworking machine operators	(32%)
Forestry professionals	(33%)
Conservation and fishery officers	(36%)
Construction millwrights and industrial mechanics	(38%)
Air pilots, flight engineers and flying instructors	(39%)
Supervisors, logging and forestry	(54%)
General office support workers	(100%)
Nursery and greenhouse workers	(100%)
Fire chiefs and senior firefighting officers	(100%)
Managers in horticulture	(100%)
Pest controllers and fumigators	(100%)

## Economic Impact

Below is a table outlining the purchase impact that the local Agriculture and Forest industries have across Hastings, Prince Edward and Lennox and Addington Counties. This is not farmgate sales or revenue. This is a significant local impact on the economy.

	In-region Purchases	Imported Purchases	Total Purchases
Agriculture	\$120,562,974	\$100,894,669	\$221,457,643
Forestry	\$8,971,015	\$4,454,252	\$13,425,268
<b>Totals</b>	<b>\$129,533,990</b>	<b>\$105,348,921</b>	<b>\$234,882,911</b>

## What's Next

The consultation is to identify some very basic gaps and opportunities in the labour force that CFWD can address over the next few years. This could also include looking at succession planning issues the industries face.

What is your vision/desired end state?

What are your assets and gaps?

What are your needs?

What strategies, next steps can we take?



Centre for Workforce Development

11 Bay Bridge Rd., Belleville, ON K8P 3P6

613-969-0720 Fax 613-969-0719

info@cfwd.ca www.cfwd.ca