Agricultural Human Resources Steering Committee

2004 Employee Survey on Human Resources in Agriculture

Français

Note: This survey is intended for all farm EMPLOYEES in Canada. If members of your family work on the farm please make sure that they complete all sections to ensure we can better address all of the human resources issues related to farm operations. All individuals that currently perform specific tasks on the farm operation should fill out the survey and provide as much information as possible.

INTRODUCTION

Welcome to our short 2004 Employee Survey on Human Resources in Agriculture

Please fill out the attached grassroots survey that has been developed by the Steering Committee for the Agriculture Human Resources Sector Council. The Steering Committee is comprised of a group of Stakeholders representing all major commodities and organizations from all regions of Canada.

A concrete proposal to establish a national sector council to address a variety of Human Resources (HR) concerns in the agri-food industry is currently being prepared by the Steering Committee, for presentation to a future assembly of stakeholder groups to be held in April 2005.

The current Project, Phase 1 of a 3-Phase Project, was approved by Human Resources and Skills Development Canada in June 2004 to allow the Steering Committee to identify issues and set priorities to address HR needs in the production agriculture sector. Members of the Steering Committee have developed these questionnaires to survey stakeholders to help identify HR issues and priorities facing the production sector. Your assistance in this important Project is greatly appreciated.

Completing the survey is easy, and should only take about 10 minutes of your time. Simply press the "Continue" button below to begin. Once you have completed the survey, press the "Continue" button to enter your responses. You may go back to change your responses at any time before pressing "Continue".

Please be assured that your responses are confidential, and that no individuals will be identified in the reporting of the results. Once the data is entered in a separate data base, any personal information will be destroyed. In conducting this survey, we adhere to the confidentially rights guaranteed under the Privacy and Access to Information Act and the survey provider adheres to the standards set out by the Professional Market Research Society and the Canadian Association of Market Research.

Thank you for your support, and for taking the time to respond! If you have any questions or concerns about this survey, please contact Mike Jewer at mike.jewer@gpc.ca.

GENERAL INFORMATION

Please select the type of commodities you are currently involved in as an employee.
(SELECT ALL THAT APPLY.)

- ☐ Beef Cattle

- ☐ Corn, Cereal Grains, Oilseeds, or Specialty Field Crops
- ☐ Culinary or Medicinal Herbs
- ☐ Dairy Cattle and / or Breeding
- ☐ Exotic Livestock
- ☐ Floriculture
- ☐ Forage or Fodder Crops
- ☐ Fur
- ☐ Landscapers and Garden Centres
- ☐ Mushrooms
- ☐ Nursery Crops
- ☐ Pork Breeding / Weaning
- ☐ Pork Feeding / Finishing
- ☐ Potatoes (Table, Processing, Seed)
- ☐ Poultry – Egg production
- ☐ Poultry – Meat production
- ☐ Pregnant Mares' Urine (PMU)
- ☐ Spice Crops
- ☐ Tender Fruits (Berries)
- ☐ Tobacco
- ☐ Tree Fruits
- ☐ Vegetables (Fresh or processing)
- ☐ Vegetables (Greenhouse)
- ☐ Wild Collected Botanicals
- ☐ Others (please specify)

Please rate the importance of each commodity to you using a scale where 1 is (Not at all Important) and 7 is (Very Important), with 4 being (Moderately Important).

Commodity	Not at all important 1	2	3	4 Moderately important	5	6	Very important 7	Don't know
Beef Cattle	○	○	○	○	○	○	○	○
Corn, Cereal Grains, Oilseeds, or Specialty Field Crops	○	○	○	○	○	○	○	○
Culinary or Medicinal Herbs	○	○	○	○	○	○	○	○
Dairy Cattle and / or Breeding	○	○	○	○	○	○	○	○

Exotic Livestock								
Floriculture								
Forage or Fodder Crops								
Fur								
Landscapers and Garden Centres								
Mushrooms								
Nursery Crops								
Pregnant Mares' Urine (PMU)								
Pork Breeding / Weaning								
Pork Feeding / Finishing								
Potatoes (Table, Processing, Seed)								
Poultry – Egg production								
Poultry – Meat production								
Spice Crops								
Tender Fruits (Berries)								
Tobacco								
Tree Fruits								
Vegetables (Fresh or processing)								
Vegetables (Greenhouse)								
Wild Collected Botanicals								

Please select the province or territory in which the farm(s) where you are employed is/are located.

- Newfoundland and Labrador
- Nova Scotia
- Prince Edward Island
- New Brunswick
- Quebec

- Ontario
- Manitoba
- Saskatchewan
- Alberta
- British Columbia
- Yukon/Northwest Territories/Nunavut
- No answer

What is your current job title?

Job title

Which of the following best describes your current employment status?

- Full-time employee (35 or more hours a week)
- Part-time employee (less than 35 hours per week)
- Seasonal employee (summer or planting employee)
- Casual employee (employed only when required for a specific task)
- Harvest employee (employed only during harvest)
- Don't know / no answer

From the following categories, indicate the highest level of education you have completed.

- High school or less
- Some college/CEGEP/institution
- Completed college/CEGEP/institution (please describe your degree)
- Some university
- Completed university (please describe your degree)
- Post graduate degree (please describe your degree)
- No answer

How many years have you been working at your current place of employment?

- Less than 1 year
- 1 to 2 years
- 2 to 3 years
- 3 to 5 years
- 5 to 10 years
- 10 years +
- Don't know / no answer

How many years have you been working in agriculture/horticulture?

- Less than 1 year
- 1 to 2 years
- 2 to 3 years
- 3 to 5 years
- 5 to 10 years
- 10 years +
- Don't know / no answer

In which of the following age groups do you belong?

- Less than 18
- 19 to 24 years
- 25 to 34 years
- 35 to 54 years
- 55 to 64 years
- 65 years +
- No answer

Please select the salary range that applies to your personal gross annual income from agriculture/horticulture employment only (before taxes).

- Less than $10,000
- $10,000 to $15,999
- $16,000 to $19,999
- $20,000 to $29,999
- $30,000 to $39,999
- $40,000 to $49,000
- $50,000 to $59,999
- $60,000 to $69,999
- $70,000 to $79,999
- $80,000 +
- Don't know / no answer

ACCESS TO TRAINING

Which of the following topics would you like to see available as training programs?
(Select your TOP THREE.)

- [ ] Regulatory Issues
- [ ] Food Safety
- [ ] Animal Welfare
- [ ] Agriculture Operations
- [ ] Ergonomics
- [ ] Machinery
- [ ] Farm Safety
- [ ] Business Management
- [ ] Crop Management
- [ ] Pesticide Management
- [ ] Motor Vehicle Safety
- [ ] Pest Management
- [ ] Hydraulics

- [ ] Ventilation
- [ ] Other (please specify)
- [ ] None of the above
- [ ] Don't know / no answer

Have you taken a job-related training course in the last year?

- ○ Yes
- ○ No
- ○ Don't know / no answer

Was the training cost paid by your employer?

- ○ Yes
- ○ No
- ○ Don't know / no answer

Did the training take place on or off your job site?

- ○ On site
- ○ Off site
- ○ Both
- ○ Don't know / no answer

Please describe that course.

Which, if any, of these technology areas are of interest to you?
(CHECK ALL THAT APPLY.)

- ☐ Technology and the workplace
- ☐ Environmental Technology
- ☐ Animal Welfare
- ☐ Agriculture Operations
- ☐ Ergonomics
- ☐ Machinery
- ☐ Farm Safety
- ☐ Internet
- ☐ Technical Equipment – Air Contaminants
- ☐ Pesticide Management
- ☐ Motor Vehicle Safety
- ☐ Pest Management
- ☐ Hydraulics
- ☐ Ventilation
- ☐ Other (please specify)
- ☐ None of the above
- ☐ Don't know / no answer

How influential is each of the following factors in motivating you to register for a training program?
Please use a 7-point scale where 1 means "no influence at all", 7 means "very influential" and the mid-point 4 means "moderately influential".

Factors	No influence at all 1	2	3	Moderately influential 4	5	6	Very influential 7	Don't know
Certification	○	○	○	○	○	○	○	○
Credit towards a diploma	○	○	○	○	○	○	○	○
Facilitator	○	○	○	○	○	○	○	○
Length of program	○	○	○	○	○	○	○	○
Location	○	○	○	○	○	○	○	○
Price	○	○	○	○	○	○	○	○
Program objectives	○	○	○	○	○	○	○	○
Tax incentive	○	○	○	○	○	○	○	○
Time of the year	○	○	○	○	○	○	○	○

Please rate the following training methods to determine how you prefer to learn.
Please use a 7-point scale where 1 means "not at all effective", 7 means "very effective" and the mid-point 4 means "moderately effective".

Factors	Not at all effective 1			Moderately effective 4			Very effective 7	Don't know
Classroom								
Field day								
Home study								
Internet								
Job site training								
Video								
Workshop								

Please rate how important each of the following factors was in attracting you to work in agriculture and horticulture?
Please use a 7-point scale where 1 means "not at all important", 7 means "very important" and the mid-point 4 means "moderately important".

Factors	Not at all important 1	2	3	4 Moderately important	5	6	Very important 7	Don't know
Benefits (e.g., health insurance, retirement plan, etc.)								
Family friendly environment								
Geographic Location								
Job Security								
Nature of the particular work offer								
Nature of people they would be working with								
Opportunities for professional growth and career growth								
Salary level (or grade level)								
Training opportunities								

Please rate the impact each of the following factors has on your ability to <u>remain employed</u> in agriculture and horticulture.
Please use a 7-point scale where 1 means "no impact at all", 7 means "a very high impact" and the mid-point 4 means "moderate impact".

Factors	No impact at all 1	2	3	Moderate impact 4	5	6	Very high impact 7	Don't know
Competition among farm employers								
Competition from other sectors/industry								
Difficulty of work								
Disability Pension Rules								
EI Regulations								
Porribilities of career opportunities								
Possibilities of training opportunities								
Long hours of work								
Low image of the industry								
Low unemployment								
Low wages								
Payroll deductions								
Welfare/Social Assistance Regulations								

From the following list, rate the importance these factors have on your <u>willingness to work</u> in agriculture and horticulture.
Please use a 7-point scale where 1 means "not at all important", 7 means "very important" and the mid-point 4 means "moderately important".

Factors	Not at all important 1	2	3	4 Moderately important	5	6	Very important 7	Don't know
Competition among farm employers								
Competition from other sectors/industry								
Difficulty of work								
Disability Pension Rules								

EI Regulations								
Possibilities of career opportunities								
Possibilities of training opportunities								
Long hours of work								
Low image of the industry								
Low unemployment								
Low wages								
Payroll deductions								
Welfare/Social Assistance Regulations								

Have you been to conferences or workshops that you would recommend to others?

- Yes
- No
- Don't know / no answer

Please describe them.

Have you taken a government-paid training course away from your workplace in the last year?

- Yes
- No

Don't know / no answer

Please describe them.

Please feel free to provide us with your comments on the need for personal training or priority for human resources issues in the agriculture and horticulture industry.

Progression in the questionnaire

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