

IMMIGRATION DEMAND 2018
BUTCHERS' PATHWAY TO PERMANENT RESIDENCY
BRIEFING NOTE PREPARED
FOR
THE CANADIAN MEAT COUNCIL



June 2018

RESEARCH CONDUCTED BY:

CANADIAN AGRICULTURAL
HUMAN RESOURCE COUNCIL



CONSEIL CANADIEN POUR LES
RESSOURCES HUMAINES EN AGRICULTURE

Briefing Note

Immigration Demand Data & Analysis: CAHRC 2018 research survey included 11 Companies (Beef, Pork, Lamb/Goat), 34 Plant Locations, and 25 Slaughter/Abattoirs.

1. **Objective:** To provide new evidence through data collection to clarify meat processing employers' immigration demand. Much of the information currently available only includes supply data, the number of Temporary Foreign Worker Program (TFWP) and immigration spots currently being filled in meat processing plants, not the immigration demand needed to fill job vacancies in order for companies to remain competitive, solvent and established in Canada. The survey provides granular clarification regarding immigration and TFWP obstacles that are not allowing the sector to fill its job vacancies per province as well as other important information including economic contributions, Canadian jobs and trade, job vacancies, TFWs trying to transition to permanent residency, economic impacts of empty workstations, Canadian slaughter capacity, wages, declining unemployment which is also impacting the labour pool from which meat processing employers' are able to draw from, and recruitment efforts with under-represented groups which was documented in the 2017 CAHRC research report: [Labour Shortages in Rural Abattoirs: Solutions & Opportunities for Immigration](#).
2. **Provincial Nominee Program (PNP) data collection and analysis per province:**
 - Why is the PNP outside of MB not helping to fill the job vacancy gap for butchers when Canadians do not apply?
 - Provinces other than Manitoba all have criteria not aligned with the butcher occupation experience and the skills required. Evidence collected indicates that there is a labour market mismatch stemming from misunderstanding of the human capital and merit that is needed to fill these jobs. Long term retention is the outcome of allowing job vacancies to be filled by butchers who are interested and satisfied in the work that takes place in a meat processing plant.
 - Clarification of Manitoba's Provincial Nominee Program criteria – why does it work for butchers?
 - To research what is unique about Manitoba's PNP and to find out what is the secret to its success, allowing butchers to immigrate and start new lives in rural Manitoba where they are desperately needed by meat processing employers.

COMPARISON OF LAST YEAR'S DATA 2016-17 TO THIS YEAR'S DATA 2018

- Vacancy numbers are increasing
- TFWs needing to transition to PR in meat processing plants are increasing
- Provincial PNP criteria in each province is increasing restricting immigration access to butchers
- Federal Express Entry decreased the Job Offer points so butchers can no longer qualify
- National unemployment at 5.8% and regional unemployment in rural areas is decreasing significantly

2016-17 CAHRC-CMC Survey	2018 CAHRC-CMC Survey
9 Companies (Beef, Pork), 19 Plant Locations, 15 Rural Abattoirs	11 Companies (Beef, Pork, Lamb/Goat), 34 Plant Locations, 25 Slaughter/Abattoirs
There were approximately 1,500 job vacancies in rural meat packing	There are approximately 1,670 job vacancies
9.3% job vacancy rate	close to 7.3% job vacancy rate NOTE: although the vacancy rate has decreased, this means there are more TFW butchers who are trying to transition to PR in the plants AND the overall vacancy number also continues to climb.
700 TFWs employed who are trying to find a pathway to permanent residency currently in meat packing plants across Canada	There are 1,480 TFWs in the meat processing plants with over 900 TFWs who are trying to find a pathway to permanent residency

These facts collected in 2016-17 research do not change

- TFWs who are allowed to transition to Permanent Residency (PR) **stay at the plants on average 10 years** or more;
- Over **90%** of TFWs who are allowed to stay **remain working in the rural meat packing plants.**

New Evidence 2018

National Immigration Demand: **Immigration Demand: Yr 1: 2,219 | Yr 2: 2,169 | Yr 3: 1,950 | Yr 4: 1,892 | Yr 5: 1,870**

- Total TFWs in plants = 1,479 | TFWs trying to transition to PR = 904

Provincial immigration demand provided per province

NOCs used for TFWs in meat processing plants = 6331, 9462 and 9617

- **Retail NOC 6331 (B) = 87** (NOC 6331 - Butchers, meat cutters and fishmongers - retail and wholesale)
- **Industrial NOC 9462 (C) = 828** (NOC 9462 Industrial butchers and meat cutters, poultry preparers and related workers in various locations)
- **NOC 9617 (D) = 361** (NOC 9617 Labourers in food, beverage and associated products processing)
- **OTHER NOCs:** NOC 6251 = 10 (NOC 6251 Butchers, Meat Cutters and Fishmongers - Retail and Wholesale); NOC 0211 = 2 (NOC Engineering managers).

- **Economic Impacts:** Job vacancies in the meat processing plants and lack of immigration options in all provinces is making meat processing companies uncompetitive putting them in a precarious position, unable to achieve Budget 2017 export and trade targets. Annual impacts of lost sales due to butchers' empty work stations is **\$750 million**, which is **affecting Canadian slaughter capacity.**
- **2018 Unemployment:** Currently unemployment is below 6% nationally; this is less than last year. Areas outside of urban centres can have significantly lower unemployment, which is demonstrated by comparing the unemployment in the the larger Service Canada regions that include more of the urban centres with the unemployment data from the Labour Force Survey (LFS) regions .
- **2018 Solid Wage Data:** Collected good quality living wage in rural Canada plus benefits reported in 2016-17 research.
- **Union Letters:** Quebec, Ontario, Manitoba, Alberta (6) supporting CMC recommendation for immigration pilot.

MEAT PROCESSORS' IMMIGRATION DEMAND: PATHWAY TO PERMANENT RESIDENCY FOR BUTCHERS

2018 Canadian Meat Processing Immigration Demand 11 Companies (Beef, Pork, Lamb/Goat), 34 Plants, 25 Slaughter/Abattoirs

NATIONAL

Immigration demand from meat processing employers is significant for the meat processing sector to fill job vacancies enabling the sector to grow, create more Canadian jobs, and to achieve trade targets set in Budget 2017. However, immigration demand numbers collected in a 2018 survey by the Canadian Agricultural Human Resource Council (CAHRC) with 11 Companies (Beef, Pork, Lamb/Goat), 34 Plant Locations, 25 Slaughter/Abattoirs provides evidence that immigration demand requirement by meat processors will not disrupt the Canadian overall immigration merit based strategy or the Provincial Nominee Programs. There is no Federal immigration pathway to permanent residency for butchers in Canada because the job offer points were decreased in 2016. Only the Manitoba Provincial Nominee Program in Canada is working well for butchers currently. Other than Manitoba, the Federal-Provincial criteria (Low Income Cut Off, Education, Language, not enough time to transition) is too high for butchers to qualify for immigration and the National Occupation Classification (NOCs) codes are also acting as a barrier for butchers' pathway to permanent residency.

NATIONAL FAST FACTS

- × **Federal Immigration Issue: No Federal Pathway to PR for Butchers.** The Federal Express Entry job offer points were decreased within the merit point system calculation in the fall of 2016, experienced butchers no longer have a federal immigration option.
- **Canadian Jobs:** 288,000 jobs supported by red meat consumption and exports (CBoC 2017)
- **Trade Deals:** Each \$100 M increase in exports = +1,161 Canadian Jobs (CBoC 2017)
- **Job Vacancies:** 1,670 (CAHRC 2018)
- **TFWs Trying to Transition to PR:** 900 (CAHRC 2018)
- **Immigration Demand: Yr 1:** 2,219 | **Yr 2:** 2,169 | **Yr 3:** 1,950 | **Yr 4:** 1,892 | **Yr 5:** 1,870 (CAHRC 2018)
- **Competitive Wages & Full Benefits: Year over year wage increase 52% in the last 14 years (CAHRC 2018):**
 - Butchers Wage Entry to Experienced: \$14.30 to \$28.00/hr
 - Supervisors: \$49,00 to \$85,000/yr
 - Managers: \$60,000 to \$147,000/yr
 - + Meat processing plants offer full benefit packages
- **Retention:** Over 90% retention of TFWs who are allowed to immigrate and they stay in the plant on average 10 years (CAHRC 2017)
- **NOCs used for TFWs in meat processing plants (CAHRC 2018)**
 - Retail NOC 6331 (B) = 87
 - Industrial NOC 9462 (C) = 828
 - Labourers NOC 9617 (D) = 361

OBSTACLES FOR BUTCHERS' PATHWAY TO PERMANENT RESIDENCY

- × **PNPs:** Provincial Nominee Programs other than Manitoba not working well for butchers
- × **TFWP:** TFWP Cap 30/20/10 + 1 year work permits
- × **Federal Immigration:** Express Entry Job Offer Points decreased in 2016 to allow more access for students
- × **Federal Express Entry Draw 2018:** Butchers not included (June 2018)
- × **Settlement:** Rural immigration settlement not a priority (secondary settlement)
- × **Fed, Prov, TFWP Merit:** Human capital criteria in federal or provincial programs not matching skills & experience needed for butcher occupation

MERIT & HUMAN CAPITAL NOT ALIGNED WITH JOB REQUIREMENTS

Meat processors require butchers to have a different skill set than the high-skilled job requirements in urban centres. The majority of the job National Occupation Classification codes are called “lower-skilled”. If immigration criteria and NOCs are going to be set to let more students into Canada, focused on higher skilled jobs for urban centres, a pathway is also needed for jobs outside of the urban centres to help fill those job vacancies too. The merit and human capital needed for butchers includes workers who are:

- ✓ Interested in the job
- ✓ Interested in living in rural Canada
- ✓ Precision skills and experience handling knives, machines, equipment
- ✓ Not afraid of blood
- ✓ No religious restrictions to handling pork or beef
- ✓ Able to stand all day

RONALD FROM BRESLAU



- Experienced Butcher from the Philippines (11 years + Butcher Certificate)
- Started at Conestoga in Breslau, Ontario as a TFW fall 2017
- Works on the kill floor which requires skill, determination and accuracy
- Receives on-the-job training
- Living his **dream job**, able to **support family & happy to work and live** in safe clean environment



BUT

RONALD FROM BRESLAU

- × **Ronald would like to become a permanent resident**
 - ✓ Ronald happy the 4 in 4 out rule changed so he can keep working
- × **New in-demand OINP**: Doesn't work for industrial butchers
- × **Education Not Accepted**: 11 yrs experience & butcher certificate
- × **LMIA Renewal**: Takes too long & butchers could be refused
- × **Work Permit**: 1 year work permit doesn't give enough time for PR
- × **Federal Immigration**: Job offer points decreased in 2016

Conestoga Meat Processing Plant = 884 Canadian Jobs in Breslau, Ontario
Over the last 14 years, Canadian meat processing wages increased 52%
Meat Processing Wage Range:

- Butcher Entry to Experienced: \$14.30 to \$28.00/hr
- Supervisors: \$49,00 to \$85,000/yr

Meat Processing nearly 1,700 job vacancies across Canada



PROVINCIAL IMMIGRATION ISSUES

- × Provincial Nominee Programs (PNPs) other than Manitoba, the Fed-Prov criteria (Low Income Cut Off, Education, Language, not enough time to transition) is too high for butchers to qualify for immigration and the National Occupation Classification (NOCs) codes are also acting as a barrier for butchers' pathway to permanent residency.

EXECUTIVE SUMMARY: PNP ISSUES PER PROVINCE

- × **BC**: Process takes 2 years; NOC C Industrial Butchers may not receive enough points to qualify; Fed/Prov criteria being used such as education language wages is too high
- × **AB**: Fed/Prov criteria increased 2017-18 including LICO savings requirement makes immigration out of reach for butchers and does not allow for family reunification; program used to work well prior to changes
- × **SK**: Provide recruitment strategies for higher skilled positions only; New Fed/Prov criteria in 2018 increases language, education & mandatory LMIA requirements; No nomination option available for NOC C (Meat Cutters and D (Production Workers)

✓ **MB**: Labour shortage proven; 6 months of work in Canada required for those on a 1 year LMIA work permit; Excellent Pathway to PR for Butchers where employer proves demand and offers job

- × **ON**: Fed/Prov criteria too high for Retail or Industrial Butchers; No successful transition yet for retail butchers into an available stream; New pilot stream for industrial butchers does not allow enough time to transition between TFWP to OINP because 1 year work experience in Canada required before applying; language and education criteria also out of reach for most butchers
- × **QC**: NOC code 9617 is mostly used with no provincial path to PR; country selection too narrow to support recruitment.

DETAILS: PNP ISSUES PER PROVINCE:

BRITISH COLUMBIA (1 PLANT)

JOBS: 259

TFWS TRANSITION: 6

JOB VACANCIES: 13

Immigration Demand: **Yr 1: 10 | Yr 2: 10 | Yr 3: 10 | Yr 4: 10 | Yr 5: 10**

- × **PNP Issue:** The PNP process in BC takes 2 years, NOC C Industrial Butchers may not receive enough points to qualify. Other criteria being used such as education, language, wages and LICO for Vancouver area are not supportive of immigration success for butchers and the amount of time and effort required.
 - **BC Issues Short:** Process takes 2 years; NOC C Industrial Butchers may not receive enough points to qualify; Fed/Prov criteria being used such as education language wages is too high

Alberta (6 Plants)

Jobs: 5,471

TFWs Transition: 361

Job Vacancies: 371

Immigration Demand: **Yr 1: 321 | Yr 2: 355 | Yr 3: 270 | Yr 4: 280 | Yr 5: 248**

- × **PNP Issue:** AINP Fed-Prov criteria increased 2017-18 including LICO savings requirement makes immigration out of reach for butchers. **AB PNP used to work well, going forward no pathway to PR for Butchers in Alberta unless the final criteria is modified .**
 - **AB Issues Short:** Fed/Prov criteria increased 2017-18 including LICO savings requirement makes immigration out of reach for butchers and does not allow for family reunification; program used to work well prior to changes

Saskatchewan (2 Plants)

Jobs: 809

TFWs Transition: 8

Job Vacancies: 12

Immigration Demand: **Yr 1: 10 | Yr 2: 10 | Yr 3: 10 | Yr 4: 10 | Yr 5: 10**

- × **PNP Issue:** SINP provides direct recruitment strategies for higher skilled positions only. April 1, 2018 the SINP added new criteria increasing language, education and mandatory LMIA requirements to workers eligible for nomination after gaining experience in the province. No nomination avenue available for NOC C (Meat cutters) and D (Production Workers) even with Saskatchewan experience. **Butcher occupation is not prioritized in SK and new SK PNP restrictions make it more difficult for butchers' Pathway to PR.**
 - **SK: Issues Short** Provide recruitment strategies for higher skilled positions only; New Fed/Prov criteria in 2018 increases language, education & mandatory LMIA requirements; No nomination option available for NOC C (Meat Cutters and D (Production Workers)

Manitoba (3 Plants)

Jobs: 4,186

TFWs Transition: 348

Job Vacancies: 268

Immigration Demand: **Yr 1: 500 | Yr 2: 500 | Yr 3: 450 | Yr 4: 450 | Yr 5: 450**

- ✓ **PNP Works:** MB meat processors' have proven their labour shortage demand, hence, their labour requirements and butchers' pathway to PR are accepted as one of the priorities of the MPNP. The province works with meat processors to fill the shortage providing advice on source countries and organizing missions helping employers find experienced butchers. **Excellent pathway to PR for butchers in Manitoba.**
 - **MB Works Short:** Labour shortage proven; 6 months of work in Canada required for those on a 1 year LMIA work permit; Excellent Pathway to PR for Butchers where employer proves demand and offers job

Ontario (12 Plants)

Jobs: 5,219

TFWs Transition: 165

Job Vacancies: 378

Immigration Demand: **Yr 1:** 410 | **Yr 2:** 406 | **Yr 3:** 325 | **Yr 4:** 326 | **Yr 5:** 336

- × **PNP Issue:** Fed-Prov criteria too high for retail or industrial butchers: No successful transition yet for retail butchers into an available stream and the new OINP stream for industrial butchers does not allow enough time to transition between TFWP to OINP and language and education criteria too high for butchers to qualify. **No pathway to PR for butchers in Ontario.**
 - **ON Issues Short:** Fed/Prov criteria too higher for Retail or Industrial Butchers; No successful transition yet for retail butchers into an available stream; New pilot stream for industrial butchers does not allow enough time to transition between TFWP to OINP because 1 year work experience in Canada required before applying; language and education criteria also out of reach for most butchers

Quebec (9 Plants)

Jobs: 5,283

TFWs Transition: 16

Job Vacancies: 628

Immigration Demand: **Yr 1:** 960 | **Yr 2:** 885 | **Yr 3:** 885 | **Yr 4:** 815 | **Yr 5:** 815

- × **Quebec Provincial Immigration Issue:** The majority of Quebec meat processing positions do not correspond to the Industrial Butcher NOC, the majority of the work includes packaging, cutting, transport, verification, and there is no option for PR with these NOCs. Country selection currently being used is too narrow to support Francophone recruitment for these sort of jobs. Plant workers had significantly more success immigrating in 2009 and 2012. **Criteria including occupation codes used and country selection for butchers in Quebec not working well for pathway to PR.**
 - **QC Issues Short:** NOC code 9617 is mostly used with no provincial Path to PR; country selection too narrow to support recruitment.

Atlantic: Data N/A

LABOUR SHORTAGE ECONOMIC IMPACTS

Job vacancies in the meat processing plants and lack of immigration options in all provinces is making meat processing companies uncompetitive putting them in a precarious position, unable to achieve Budget 2017 export and trade targets.

In 2018 CAHRC- CMC survey total vacancies reported were 1,670.

The estimated lost sales associated with the inability to staff vacancies

1,322 reporting vacancies connected to lost sales =
\$16 M per month
\$195 M (\$194,997,600) annual
\$147,500 per job vacancy within the sector

For the 1,670 vacancies lost sales =
\$246M annual direct effect

Indirect and induced impacts to the \$246M using the multiplier 3.07 recommended by the Conference Board of Canada: **total economic impacts = \$750 million¹.**

CANADIAN SLAUGHTER CAPACITY

Economic impacts reported from the plants are only part of the story. Canadian slaughter capacity is either not increasing very much or stagnating when you take a longitudinal look at Canada's slaughter capacity for beef and pork.

- Beef slaughter capacity has decreased from 20 years ago
- Pork is not increasing very much
- Lamb is not increasing enough to keep up with domestic demand

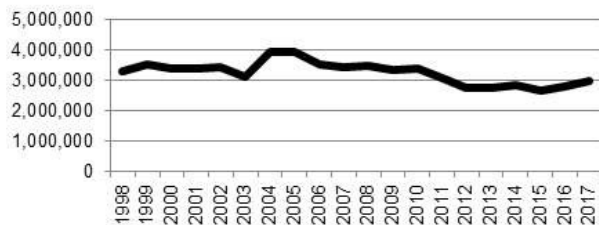
BEEF AND POK DETAILS

ECONOMIC IMPACTS

LOSING THE CANADIAN VALUE-ADDED ADVANTAGE

CANADIAN SLAUGHTER CAPACITY

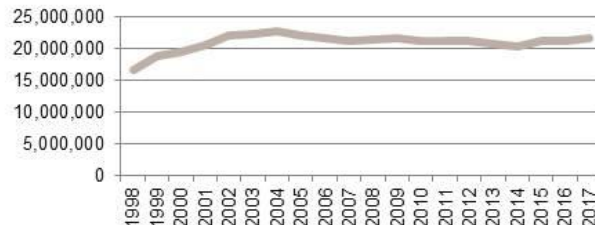
**Beef: Canadian Slaughter Capacity
Federal & Provincial Plants**



Beef Slaughter Capacity (19 years):

- 1998: 3.3 M/ head
- 2017: 2.9 M/ head

**Pork: Canadian Slaughter Capacity
Federal & Provincial Plants**



Pork Slaughter Capacity (19 years):

- 1998: 16.7 M/ head
- 2017: 21.6 M/head

Source: AAFC Red Meat Division, Statistics Canada, CAHRC Analysis



Other Factors Affecting Slaughter Capacity

- Commodity prices; Exchange Rates; Competitive Disadvantage with US; Battling critical disease in some years (Mad Cow and PED for hogs); Hog barn moratorium Manitoba which is now removed

The biggest contributing factor in 2018 holding back meat processing capacity, however, is access to qualified and skilled butchers to fill proven job vacancies through immigration programs and the TFWP:


- Federal immigration: 2016 Express Entry Job offer Points decreased
- Provincial Nominee Programs: PNPs Fed-Prov criteria is increasing and NOCs are restricting access
- TFWP: 2014 cap on number of workers in abattoirs and 1 year work permit

LIVE CATTLE AND HOGS

CMC
CANADIAN MEAT COUNCIL
CONSEIL DES VIANDES DU CANADA


ECONOMIC IMPACTS

LOSING THE CANADIAN VALUE-ADDED ADVANTAGE



BEEF

- 640,477 live cattle exported to US
- Feeder exports represent 21% of live trade




Canadian Value-Added Advantage
Loss

CANADIAN JOBS


↓

United States



PORK

- 4.8 M Canadian hogs are fed & finished in US
- 753,976 head to US processing plants



Source: AAFC Red Meat Division, Statistics Canada, CAHRC Analysis

BEEF:

- 640,477 live cattle exported to the US
- Feedlot exports represent 21% of live trade

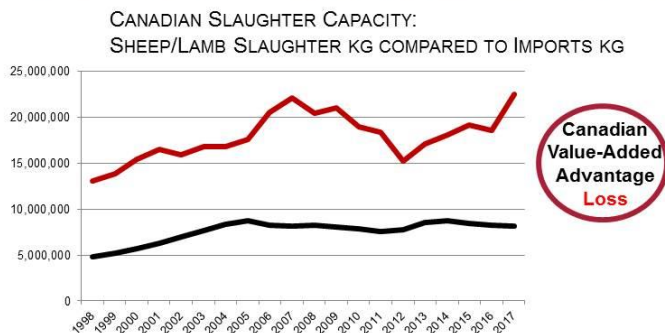
PORK:

- 4.8 M Canadian hogs are fed and finished in the US
- 753,976 head went to processing plants in the US

LAMB DETAILS

ECONOMIC IMPACTS

LOSING THE CANADIAN VALUE-ADDED ADVANTAGE



Cdn Sheep/Lamb Slaughter Capacity (19 years):

- 1998: 319,800 = 4.8 M kg
- 2017: 543,600 = 8.15 M kg

Sheep/Lamb Imports (19 years):

- 1998: 13 M kg
- 2017: 22.5 M kg

Source: AAFC Red Meat Division, Statistics Canada, CAHRC Analysis

In 1998 319,800 lambs slaughtered and in 2017 there were 543,600 slaughtered so the number is going up.

But we converted this to kg of meat for Canada and compared this to the amount of mutton and lamb being imported into Canada. In 2017 there was 22.M kg lamb imported but Canadian capacity is only around 8 million kg.

The space between the red line and the black is the value added processing activities not taking place in Canada. They are taking place in the US, NZ and Australia.

COMPETITIVE WAGES AND FULL BENEFITS

Year Over Year Wage Increases

- Over the last 14 years, meat processing wages have increased by roughly 52%.ⁱⁱ

Meat processing companies offer permanent, year-round jobs in a stable work environment with competitive wages and full benefit packages.

Wage survey results from the CAHRC 2018 data collected shows the following:

- Butchers Wage Entry to Experienced: \$14.30 to \$28.00/hr
 - Supervisors: \$49,00 to \$85,000/yr
 - Managers: \$60,000 to \$147,000/yr
- + Meat processing plants offer full benefit packages

	Average	Range	Average Increase %
Entry-Level Butcher	\$16.53/hr	\$14.32-\$20.84	*1.4-6.4%
Experienced Butcher	\$20.31/hr	\$15.80-\$28.94	*1.3-15%
Supervisor	\$60,500	\$48,600-\$84,600	2-4%
Manager	\$91,000	\$60,230-\$147,400	2-3%

*Meat processing employers have significantly increased wages for entry level and experienced butcher positions.

WAGE COMPARABLES:

Entry level butchers earn more than these professions:

- Bartenders \$13.00ⁱⁱⁱ
- Hairstylists and barbers \$15.71^{iv}
- Cashiers at Costco \$13.55^v

Some other comparable wage examples include Statistics Canada Census Enumerators^{vi} who earn \$15.00/hr as a starting wage and the average full-time hourly wage for a real estate rental and leasing agent, which is \$14.05. An experienced butcher or entry level supervisor earns more than an Ottawa Parliament Hill Legislative Assistant who earns on average \$45,000/year^{vii}.

Quality Living Wage in Rural Canada

The wages and the full benefit packages of butchers combined with the relative cost of living in rural communities allow workers to enjoy a high quality of life. For example, in Leamington, Ontario the median total income of an one-person household in 2015 was \$33,045 which is only slightly less than the median wage in Ontario which is at \$36,900.

The average purchase price of a home in Toronto in September 2017 was \$775,546. However, in the same time period within the Windsor-Essex area, there were 1,665 homes were purchased for under \$140,000 from January to September 2017.

When wages for primary processing occupations are reviewed, the overall cost of living in the rural area should be considered as part of the analysis because a good salary is defined not only by annual income, but by the purchasing power of that income in the area you live.

UNEMPLOYMENT

Unemployment has been decreasing. As of May 2018, national unemployment is now at 5.8%

Unemployment in rural areas and 2 different unemployment data sets:

The unemployment numbers in the rural regions where primary processing activities take place can be significantly less than urban centres. In addition to this, there are 2 data sets that determine unemployment, which have a significant unemployment number range.

For example, using 2018 Service Canada's (Employment Insurance) Program Data for Southern Alberta for a meat processing plant located in Trochu, Alberta, the unemployment is 5.9%. When the Labour Force Survey (LFS) data for the same period for the same plant is used, the Camrose-Drumheller Economic Region, Alberta (ER 4820) shows up as 3.9%. This shows that the LFS region, for this plant, is significantly less than the Service Canada region.



The same LFS region for 2016 was 7.1% so when compared, this also shows that the overall unemployment rate has significantly decreased from the year previous for the same plant.

Primary Ag & Processing National Occupation Classification (NOC) codes and Unemployment:

There are not that many NOCs for all of agriculture and primary processing, so in fall 2017 CAHRC pulled the unemployment numbers for 7 primary agriculture and 3 in-demand processing NOCs. Overall findings were that there was so little unemployment for the primary agriculture and primary processing NOCs that there is not even enough data to create a graph.

7 primary agriculture NOCs^[i] that are derived from the NOC 2011 update as having access to the SAWP and the Agricultural Stream:

- 0821 Managers in agriculture (A)
- 0822 Managers in horticulture (A)
- 8252 Agricultural service contractors, farm supervisors and specialized livestock workers (B)
- 8255 Contractors and supervisors, landscaping, grounds maintenance & horticulture services (B)
- 8431 General farm workers (C)
- 8432 Nursery and greenhouse workers (C)
- 8611 Harvesting labourers (D)

3 In-Demand NOCs used by meat processors for TFW butchers:

- Retail NOC 6331 (B) = 87 (NOC 6331 - Butchers, meat cutters and fishmongers - retail and wholesale)
- Industrial NOC 9462 (C) = 828 (NOC 9462 Industrial butchers and meat cutters, poultry preparers and related workers in various locations)
- NOC 9617 (D) = 361 (NOC 9617 Labourers in food, beverage and associated products processing)

UNION & MAYOR LETTERS OF SUPPORT

Union letters collected: 6 from across Canada and 2 new letters from mayors . Last year we collected 9 letters from mayors which are within the CAHRC report [Labour Shortages in Rural Abattoirs: Solutions & Opportunities for Immigration](#) appendix and also outlined below.

Unions fully support the Canadian Meat Council recommendations for the following changes to immigration and the TFWP:

- Removal of the **TFW program cap** for primary processing supporting the needs of the Canadian food production that provides affordable food for Canadians and the world.
- **2-year work permit** to support and allow enough time for meat processing workers to transition and integrate into rural Canadian communities.
- When a Provincial Nominee Program is unavailable, **a pilot could provide 2,750 spots/year** which would fit the need of the meat processing vacancies and the number of workers that are in the plant, such as ours, who need to transition.

2018 Union letters of support (6):	2018 New Mayor Letters (2):	2017 Mayor Letters of Support (9)
<ol style="list-style-type: none"> 1. Quebec, ASTA, UFCW Local 501 2. Ontario, MLF, UFCW Locals 175 & 633 3. Ontario, MLF, UFCW Local 1006A 4. Manitoba, Hylife, UFCW Local 832 5. Manitoba, MLF, UFCW Local 832 6. Alberta, Sunterra, UFCW Local 401 	<ol style="list-style-type: none"> 1. Waterloo, Ontario, Conestoga 2. Woolwich, Ontario, Conestoga 	<ol style="list-style-type: none"> 1. Langley, British Columbia, Britco (DFF) 2. Trochu, Alberta, Sunterra 3. High River, Alberta, Cargill 4. Brooks, Alberta, JBS 5. Saskatchewan Association of Rural Municipalities (SARM), Thunder Creek 6. Neepawa, Manitoba, Hylife 7. Brandon, Manitoba, MLF 8. Woolwich, Ontario, Conestoga 9. Saint-Alexandre-de-Kamouraska, Quebec, ASTA

CANADIAN MEAT PROCESSING RECRUITMENT & RETENTION (CAHRC 2016-17 RESEARCH)

Meat processing provides permanent, year-round occupations with full benefits. HR management in Canadian

MIDDLE-CLASS SUCCESS STORIES



DIVERSITY



Source: CAHRC Survey of CMC members, 2017, Labour Shortages in Rural Abattoirs: Solutions and Opportunities for Canadian Rural Immigration

meat processing plants exhibit highly sophisticated recruitment strategies that also include settlement support for Temporary Foreign workers and new immigrants. The extensive outreach and ongoing work that meat processors are doing to recruit and retain Canadian workers includes offering competitive salaries and full benefits. Robust recruitment to under-represented groups as part of their ongoing human resource strategic plans has been documented in the CAHRC report, [Labour Shortages in Rural Abattoirs: Solutions & Opportunities for Canadian Rural Immigration](#) that

documents recruitment with under-represented groups. **There are many employer and employee success stories including:**

- **Women** - several companies have 1/3 women or more
- **First Nations** - rural meat processing facilities near reserves participate in recruitment and have launched special projects such as Hylife's support for Sandy Bay First Nations meat cutting school in Manitoba and Maple Leaf Foods has received an "Aboriginal Opportunities Awards"
- **Youth** - many meat processing companies participate in presentations to junior and senior high schools; and almost all the meat processors participating in the study employ people with disabilities
- **Immigrant Settlement Agencies** - Rural abattoirs are very active working with immigrant settlement agencies in their respective regions. In March 2017, both Hylife from Manitoba and JBS Food Canada from Alberta were recognized by Immigration, Refugees and Citizenship Minister Ahmed Hussen for their work with newcomers to Canada. Maple Leaf Foods has also been recognized for their work with refugees by the Canadian Bhutanese Society

The average length of time Temporary Foreign Workers & immigrants stay working for meat processing rural abattoirs is 10 years. The retention rate of TFWs that are allowed to transition to permanent residency is over 90%. Many rural abattoirs provide voluntary settlement support in the following areas:

- Family Reunification
- New Hire Orientation Program
- Translation and English/French Classes
- Initial Housing for TFWs (first and last month rent) Transportation
- Job Security
- Safety Training
- Other Workplace and Life Skills Training
- Supervisory/ Leadership Development
- Opportunities for Advancement

ⁱ Total economic impacts analysis supported by the Conference Board of Canada

ⁱⁱ Year over year wage increase research supported by the Conference Board of Canada

ⁱⁱⁱ <https://ca.indeed.com/salaries/Bartender-Salaries>

^{iv} <https://ca.indeed.com/salaries/Barber-Salaries>

^v <https://ca.indeed.com/salaries/Cashier-Salaries-at-Costco-Wholesale>

^{vi} https://www.glassdoor.ca/Hourly-Pay/Statistics-Canada-Census-Enumerator-Hourly-Pay-E148502_D_KO18,35.htm

^{vii} <https://www.glassdoor.ca/Salary/Parliament-of-Canada-Salaries-E335924.htm>

^{viii} <https://www.canada.ca/en/employment-social-development/services/foreign-workers/agricultural/agricultural/requirements.html>