



AGRIBUSINESS
HR REVIEW

2019 - 2020 | THIRTEENTH EDITION

TOP 10

STRONG WORKFORCE DEMANDS

COMPETITION FOR TALENT

EMPLOYEE RETENTION IS CRITICAL

COMPANY CULTURE LEADS

TACTICS FOR IMPROVING CULTURE

COMPENSATION & BENEFITS

CONSISTENT SALARY INCREASES

BONUSES ARE TOP MOTIVATOR

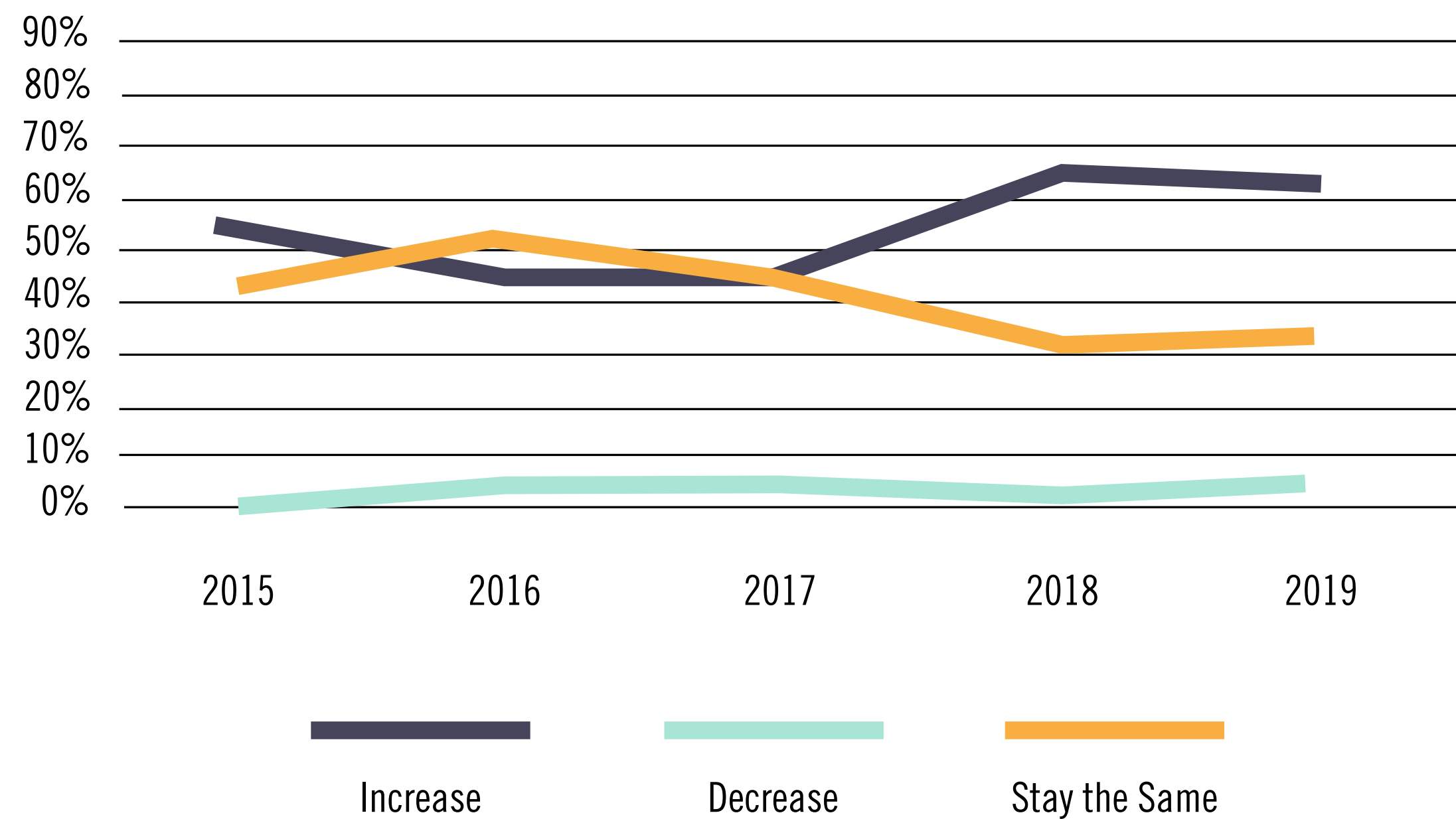
MOST DIFFICULT POSITIONS TO FILL

WHAT'S IN DEMAND?

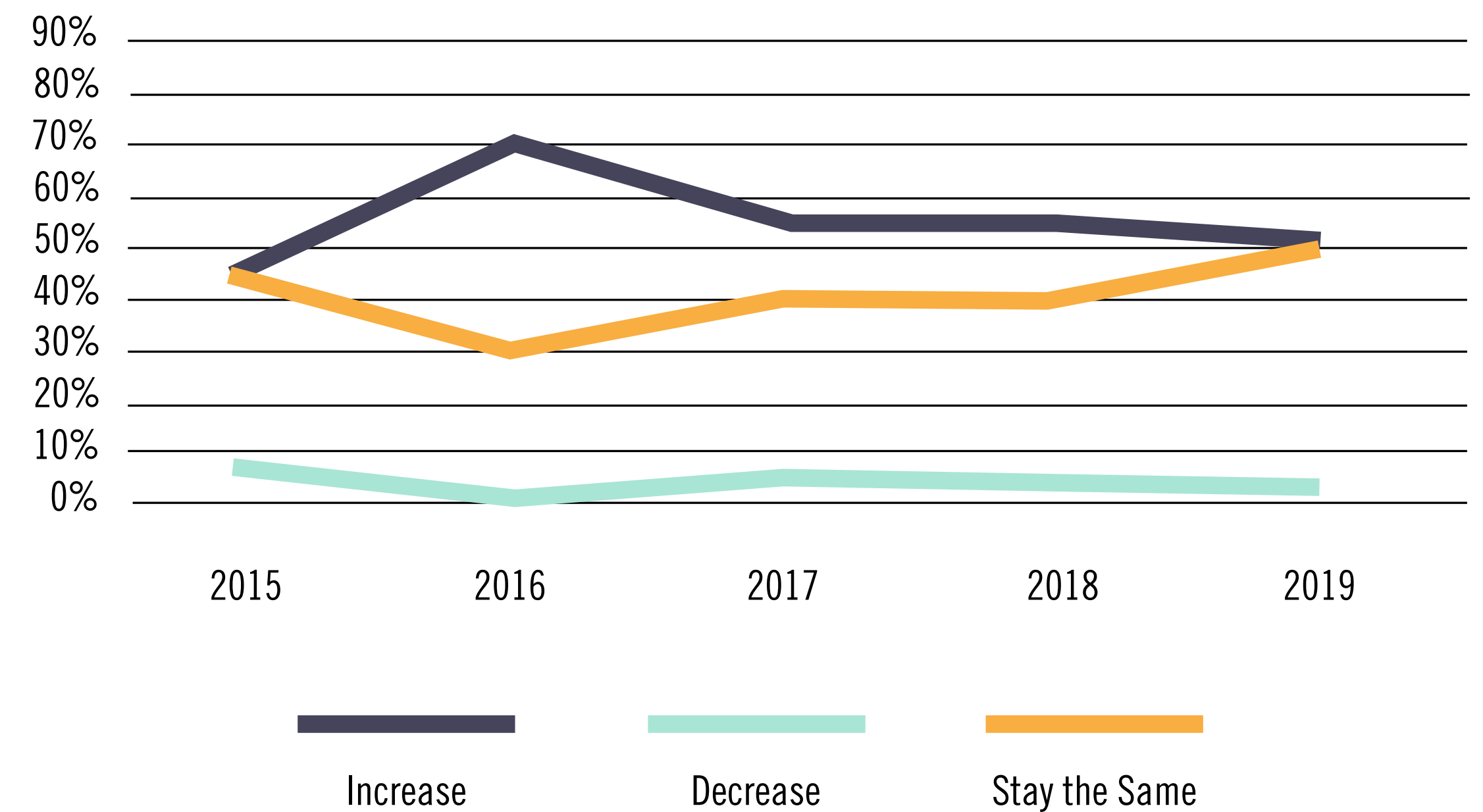
STRONG WORKFORCE DEMANDS

In both the U.S. and Canada, anticipated workforce increase remains strong (61% in U.S., 47% in Canada).

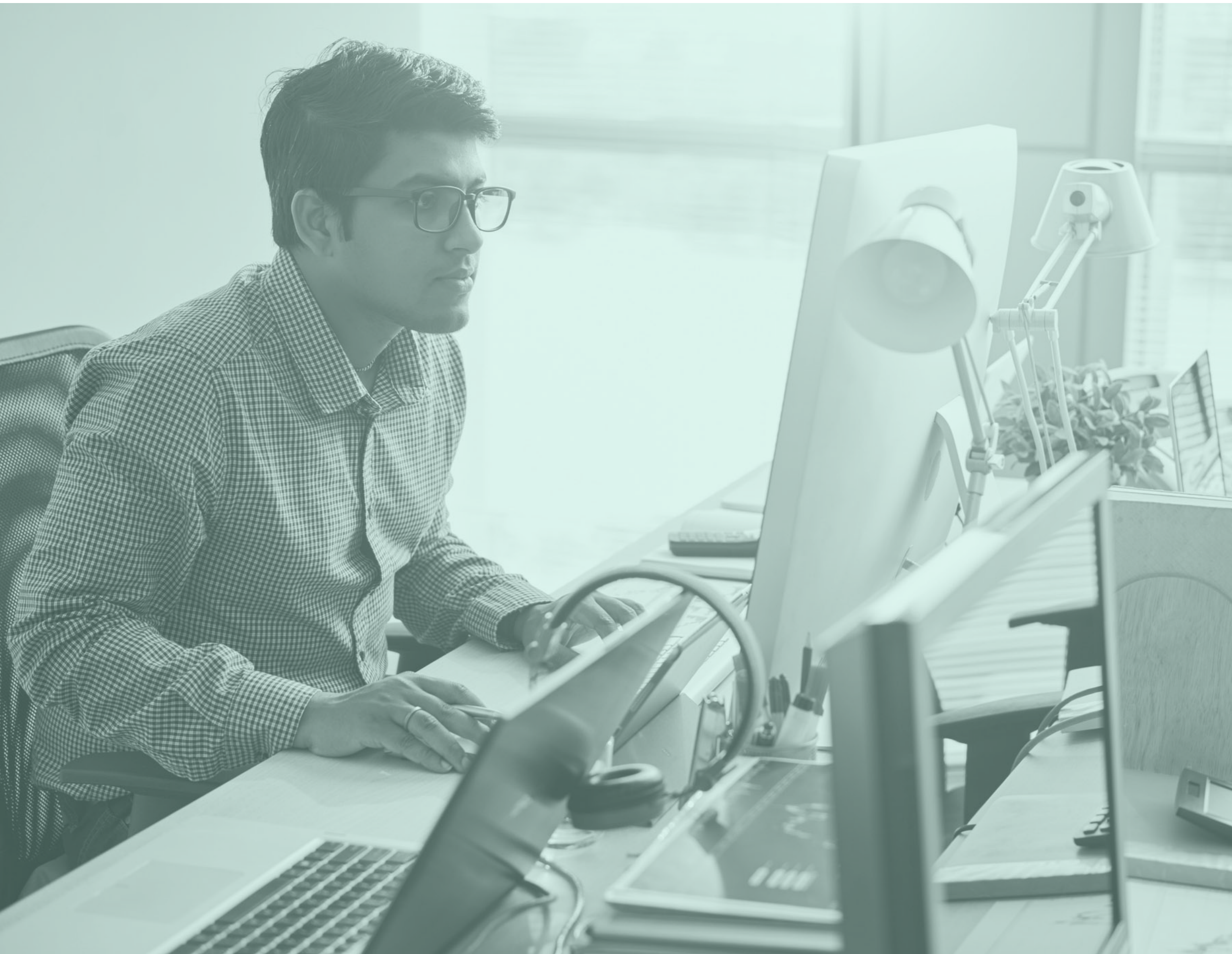
U.S. WORKFORCE ANTICIPATED CHANGES



CANADA WORKFORCE ANTICIPATED CHANGES



COMPETITION FOR TALENT REMAINS STRONG



As the demand for talent has remained strong, so has the competition for talent. Competition for talent can be a huge hurdle for companies. The tightened labor market and competition for talent can only exacerbate these issues.

For the third year, competing for talent and recruiting difficulties was named as the TOP human resources concern in the U.S. and Canada.

Competing for talent/recruiting difficulties was noted by 73.02% in the U.S. and 58.57% in Canada.

EMPLOYEE RETENTION IS CRITICAL



Because this is a job seekers' market, today's employers are not just competing for talent to fill open positions, companies are competing to retain their current workforce. Implementing a successful retention strategy is an important step.

One of the top HR concerns is employee retention (#2 for Canada at 47.14% and #3 for the U.S. (55.56%).

The TOP area of focus for both the U.S. and Canada in the recruiting arena will be retention practices.

COMPANY CULTURE LEADS

	Canada	United States
1	Positive Work Culture	Positive Work Culture
2	Flexible Hours	Better Benefits
3	Better Benefits	Higher Compensation

But HOW will ag companies compete? I'm glad you asked, because we did!

A positive work culture was noted the as TOP way to compete against other employers in both the U.S. and Canada.

TACTICS FOR IMPROVING CULTURE

	Canada	United States
1	Opportunity for Employees to Use Skills & Abilities	Relationships with Coworkers
2	Relationships with Coworkers	Opportunity for Employees to Use Skills & Abilities
3	Providing Job-Specific Training	Providing Job-Specific Training

How does your organization support positive relationships between coworkers? Is it a common practice for your organization to provide employees with job specific training?

If your company practices each of these it will not mean your company will automatically have a great company culture.

On the other hand, if your company culture could use a little work, these might be some places to begin.

COMPENSATION & BENEFITS



Higher compensation and better benefits are generally cited as a tactics used by employers to compete with other employers. You may be wondering if others out there are actively enhancing their benefits program?

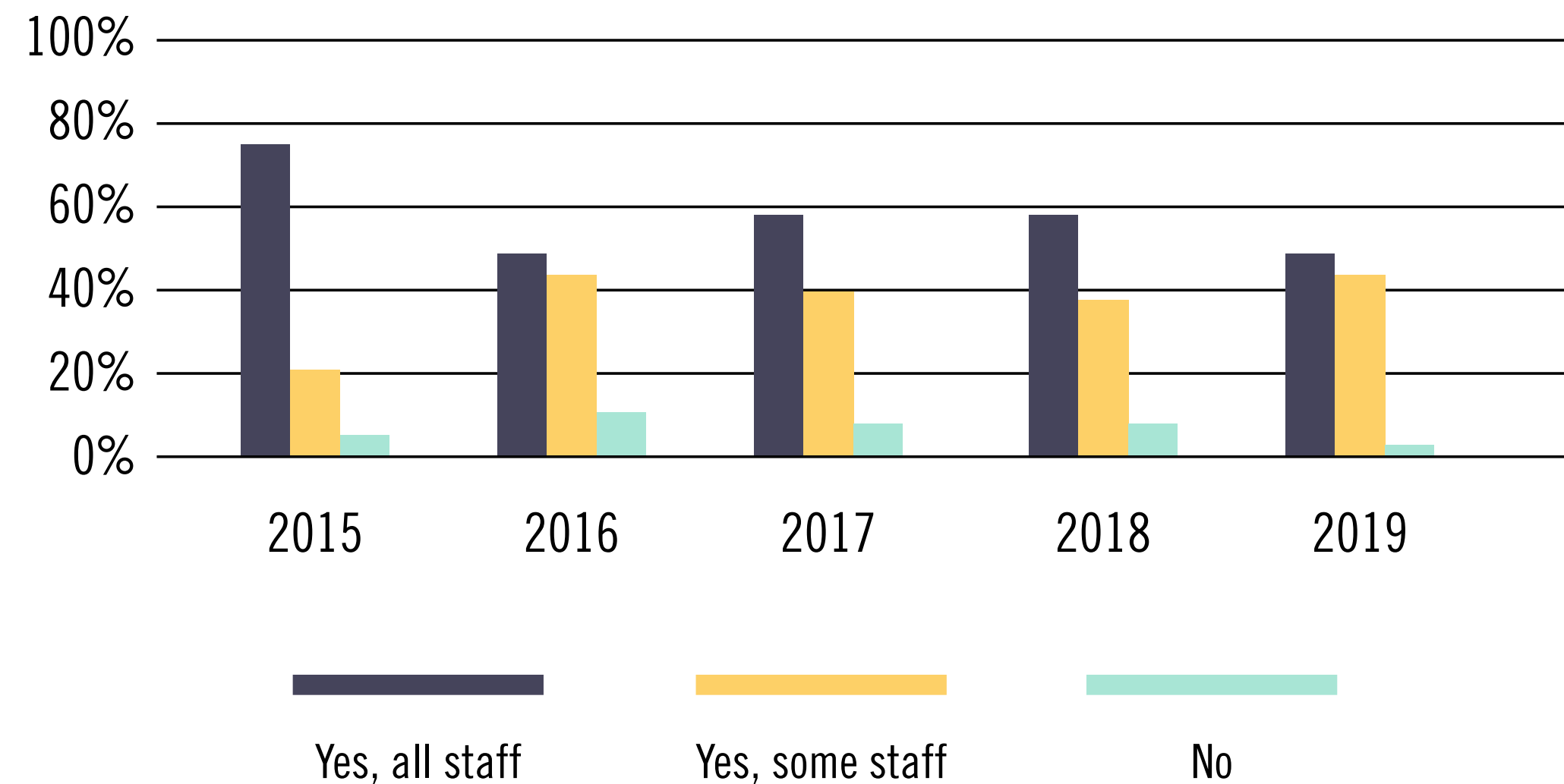
Around 40% of companies in both the U.S. and Canada reported they have enhanced their benefits program in the last year.

60% of U.S. companies and 30% of Canadian companies have reported they conducted a compensation study in the past year.

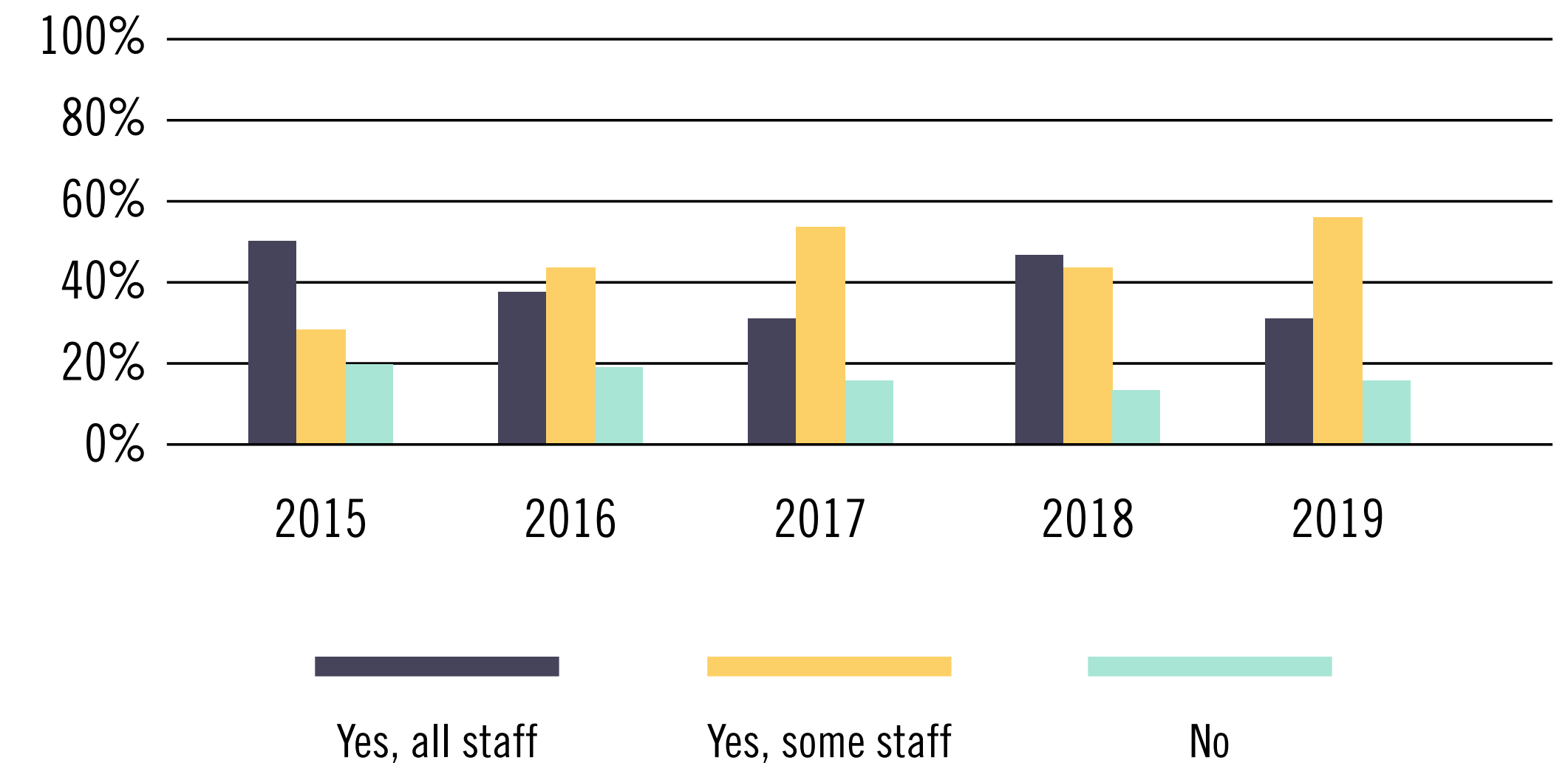
CONSISTENT SALARY INCREASES

This year we saw relatively consistent salary increases in both the U.S. and Canada. Over time, we can see a slight decline in employers reporting ALL staff will receive salary increases, and growth in the number that said SOME will receive an increase. Employers are rewarding high performers and becoming more selective in distribution of salary increases.

UNITED STATES



CANADA



BONUSES ARE TOP MOTIVATOR



Bonuses were noted as the TOP motivator used by companies to keep employees challenged and productive in their roles.

57.14% of Canadian noted Bonuses are a top motivator.

71.43 % of U.S. noted Bonuses are a top motivator.

Bonuses were the preferred performance reward across the board, regardless of employee.

MOST DIFFICULT POSITIONS TO FILL

	Canada	United States
Difficulty By Level	Hourly Staff	Middle Management
	Sales Staff	Hourly/Non-Exempt
Difficulty By Type	Technical Staff	Hourly/Non-Exempt
	Sales Staff	Technical Staff

In every organization there appears to be “those” positions, which seem to be so much more difficult to fill than others.

Each year, AgCareers.com surveys participants and asks them which type and level of role they find the most difficult to fill.

WHAT'S IN DEMAND?

	Canada	United States
Top Degrees Needed	University Degree College Degree	Bachelor's Degree High School Diploma
Top Difficulties Noted	Required Skills Required Experience	Low Number of Applicants Required Skills

Recruitment difficulty can be attributed to several factors.

There were several differences between the U.S. and Canada in the types listed as degrees most in demand as well as the top reasons for recruiting difficulty.

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