

**Agrologists  
Agronomes**  
CANADA

# 2015 Benchmark Labour Market Survey

November 2015

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# Introduction

In 2014 Agrologists/Agronomes Canada contracted Inshix Research Inc. (Inshix) to conduct a national labour market survey of agrologists. Overall, the survey is meant to be used as a benchmark for which Agrologists/Agronomes Canada can reference and build upon in the future when monitoring labour market indicators.

The objectives of the Benchmark Labour Market Survey were developed by Agrologists/Agronomes Canada and include the following:

- Measuring **starting salary** levels of agrologists in 11 areas of practice, as identified by Agrologists/Agronomes Canada, with organizations across Canada that employ agrologists.
- Gauging **hiring outlook estimates** in the 11 identified areas of practice.
- Obtaining average numbers of future hiring for the 11 identified areas of practice.

# Methodology

Agrologists/Agronomes Canada developed the project methodology in order to achieve the objectives of the survey. Based on the methodology of surveying employers of agrologists, Inshtrix administered a multi-mode approach using both telephone and online methods of data collection.

Employer contact information was provided by Agrologists/Agronomes Canada and Inshtrix initiated communication by contacting initial survey respondents by telephone.

An initial profile of each respondent organization was gathered. The employer respondent was then able to complete the full survey by telephone if they could provide all information necessary regarding all regions and areas of practice.

All employer respondents were sent introductory emails and were then contacted and provided with instructions on how to complete the survey online. If the employer respondent did not have all the information, they were asked to provide the names and email addresses for others in their organization who could answer either the entire survey or a regional part of the survey. This point drove the need for a two-part survey which created timing and data collection difficulties and delays.

Throughout data collection, telephone calls were conducted to all employer respondents within the organization based on contact information provided by the provincial agrologist institutes. Primary calls initiated the process while secondary calls were made to those who did not complete the survey after receiving initial communication and in an attempt to search for additional employer respondents.

Employer respondents were also made aware that if they completed the full survey, a summary report of research findings would be sent to them in recognition of their participation.

## Methodology Continued

The target number of survey completions was 80-100. Overall, 108 completed surveys were achieved.

The data collected represents **2,043** agrologists across Canada, as seen on the next slide.

Overall, this report achieves the three objectives and serves as a successful completion of the methodology proposed by Agrologists/Agronomes Canada:

- Measuring **starting salary** levels of agrologists in 11 areas of practice, as identified by Agrologists/Agronomes Canada, with organizations across Canada that employ agrologists.
- Gauging **hiring outlook estimates** in the 11 identified areas of practice.
- Obtaining average numbers of future hiring for the 11 identified areas of practice.

This document compares data provincially and focusses only on the three objectives for the Benchmark Labour Market Survey developed by Agrologists/Agronomes Canada.

# Methodology Continued

	Employer Survey Completions by Province	Approximate Number of Agrologists Represented as Indicated by Employer Survey Responses
<b>British Columbia</b>	<b>16</b>	<b>524</b>
<b>Alberta</b>	<b>27</b>	<b>497</b>
<b>Saskatchewan</b>	<b>20</b>	<b>400</b>
<b>Manitoba</b>	<b>18</b>	<b>190</b>
<b>Ontario</b>	<b>4</b>	<b>42</b>
<b>Quebec</b>	<b>8</b>	<b>257</b>
<b>Atlantic</b>	<b>15</b>	<b>133</b>
<b>Total</b>	<b>108 organizations reporting in the survey</b>	<b>2,043 agrologists represented by the survey</b>

# Executive Summary

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# Area of Practice Profile

Overall, the following distribution of areas of practice by regions were obtained and used to develop the provincial profiles presented within the body of this report. Please note, responding organizations were able to select multiple areas of practice and therefore, the % column indicates the proportion of total respondents represented in each region.

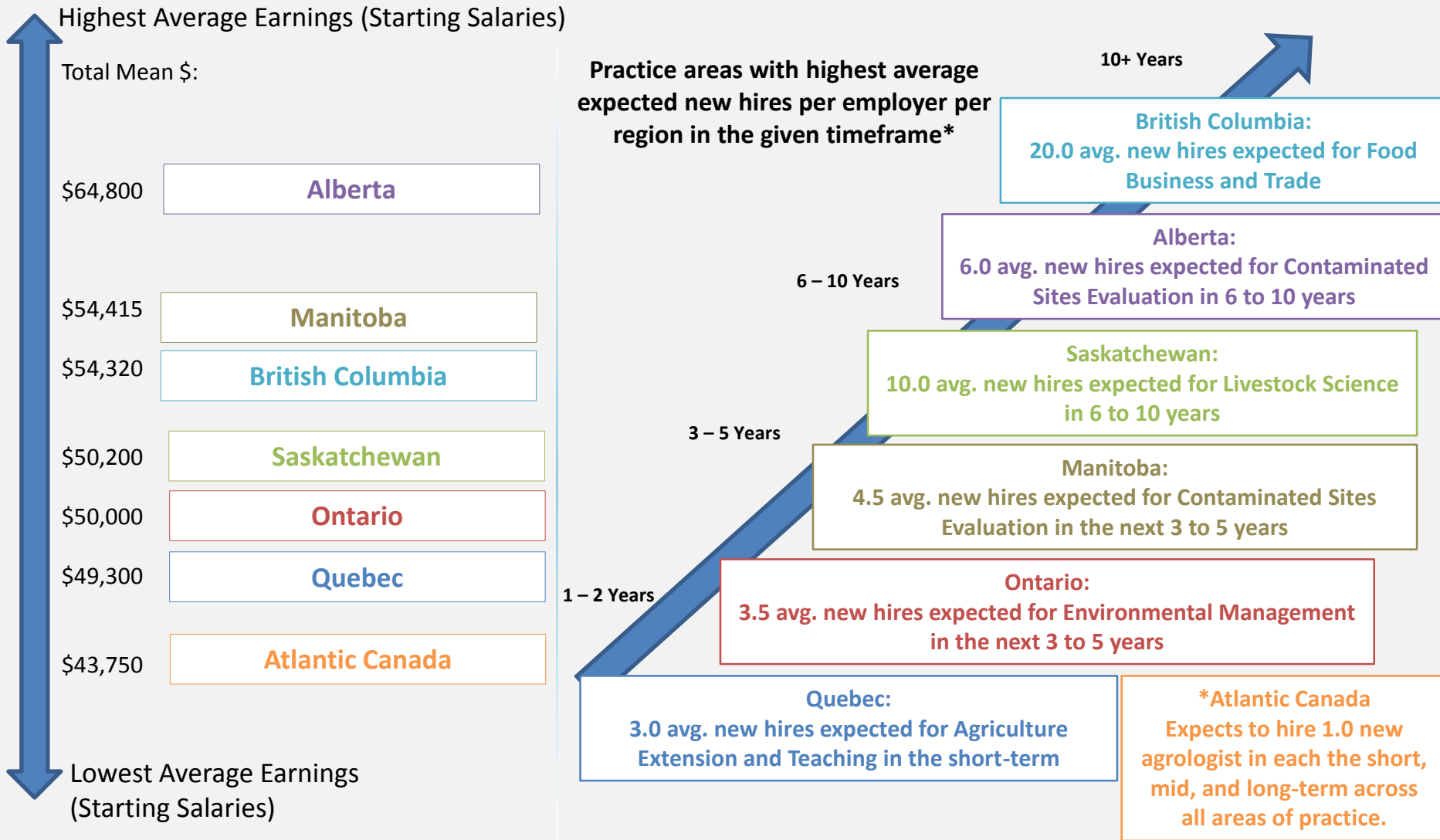
	BC	AB	SK	MB	ON	QC	Atlantic	Total	
	%	%	%	%	%	%	%	Count	%
Environmental management	88%	59%	20%	33%	50%	13%	0%	42	40%
Contaminated sites evaluation and reclamation	56%	70%	30%	28%	25%	0%	0%	40	38%
Crop science and production (Agronomy)	6%	15%	55%	44%	0%	50%	53%	35	33%
Agricultural Input sales and support	0%	7%	40%	17%	25%	50%	47%	24	23%
Agricultural extension and teaching	13%	11%	15%	17%	0%	13%	60%	21	20%
Water resources	50%	19%	15%	11%	0%	13%	0%	18	17%
Nutrient management	13%	11%	20%	22%	0%	13%	27%	18	17%
Agricultural research	13%	7%	15%	11%	0%	38%	47%	18	17%
Agriculture and food business and trade	6%	7%	0%	22%	0%	13%	53%	15	14%
Food safety and biosecurity	6%	7%	0%	17%	0%	13%	7%	7	7%
Livestock science and production	6%	4%	5%	11%	0%	13%	13%	7	7%
Total Respondents (n=)	16	27	20	18	4	8	15	108	



# Starting Salary Snapshot

	BC	AB	SK	MB	ON	QC	Atlantic
Highest Starting Salary Area [Average]	Ag. Extension and Teaching [ \$56,398.00 ]	Ag. Research [ \$74,403.00 ]	Ag. Research [ \$ 60,066.67 ]	Ag. Research [ \$ 71,777.00 ]	Ag. Input Sales and Support [ \$ 60,000.00 ]	Ag. Extension and Teaching [ \$75,000.00 ]	Livestock Science and Production [ \$ 60,000.00 ]
Lowest Starting Salary Area [Average]	Nutrient Management [ \$50,000.00 ]	Contaminated Sites Evaluation [ \$ 53,553.93 ]	Nutrient Management [ \$46,500.00 ]	Contaminated Sites Evaluation [ \$ 46,600.00 ]	Contaminated Sites Evaluation [ \$40,000.00 ]	Water Resources [ \$25,000.00 ]	Nutrient Management [ \$35,000.00 ]
Field with Highest Number of Average Expected Hires	Food Business and Trade: 12.5 average new hires expected	Contaminated Sites Evaluation: 4.0 average new hires expected	Livestock Science and Production: 6.8 average new hires expected	Contaminated Sites Evaluation: 4.5 average new hires expected	Environmental Management: 3.5 average new hires expected	Ag. Extension and Teaching: 3.0 average new hires expected	Ag. Research: 1.0 average new hires expected

# Regional Comparison



# Labour Market Details- Regional Profiles

## British Columbia

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# Average starting salaries in B.C. are above or on par with national averages for all areas of practice.

16. Please list the starting... salaries before bonuses and other compensation for registered agrologists hired to work in this field at your organization.

Areas of Practice	B.C. (Starting Salaries- 0-12 months Experience)				
	Mean	Median	Maximum	Minimum	National Mean
Agricultural Research	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 52,713.79
Agricultural Extension and Teaching	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 52,443.22
Agriculture Food Business and Trade	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 52,465.46
Agricultural Input Sales and Support	N/A	N/A	N/A	N/A	\$ 48,681.25
Crop Science and Production (Agronomy)	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 47,755.44
Nutrient Management	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 48,693.00
Contaminated Sites Evaluation and Reclamation	\$ 50,424.75	\$ 50,000.00	\$ 60,000.00	\$ 40,000.00	\$ 50,629.78
Environmental Management	\$ 51,658.09	\$ 50,000.00	\$ 60,000.00	\$ 45,000.00	\$ 51,451.94
Water Resources	\$ 52,748.43	\$ 50,000.00	\$ 58,000.00	\$ 48,443.00	\$ 53,377.59
Food Safety and Biosecurity	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 56,892.43
Livestock Science and Production	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 56,398.00	\$ 55,916.33

The hiring outlook B.C. among most areas of practice is estimated to be strongest beyond ten years from now. An average of 4.3 agrologists are expected to be hired in B.C. beyond ten years from now.

18. How likely is your organization to hire additional registered agrologists to work in the area of [area] over the following timeframes: Base: B.C. respondents, n=16.

19. Approximately how many registered agrologists do you expect to hire to work in the area of Agricultural research over the next...? Base: B.C. respondents, n=16.

	Percent Likely to Hire Agrologists in the Given Timeframe per Area of Practice- B.C.										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	50%	0%	100%	N/A	100%	67%	64%	0%	0%	100%	25%
Three to five years	0%	0%	100%	N/A	100%	67%	64%	0%	0%	100%	25%
Six to ten years	50%	0%	100%	N/A	100%	78%	57%	0%	0%	100%	38%
Beyond ten years from now	50%	0%	100%	N/A	100%	78%	50%	0%	0%	50%	50%

	Average Number of Agrologists Expected to be Hired per Area of Practice- Alberta and B.C.										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	1	0	5	N/A	2	1	2	0	0	1	0
Three to five years	0	0	10	N/A	2	3	2	0	0	1	1
Six to ten years	2	0	15	N/A	5	4	4	0	0	1	1
Beyond ten years from now	4	0	20	N/A	8	5	4	0	0	0	2

# Labour Market Details- Regional Profiles

Alberta

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# Alberta starting salaries, on average, are well above national averages for all areas of practice.

16. Please list the starting... salaries before bonuses and other compensation for registered agrologists hired to work in this field at your organization.

Areas of Practice	Alberta (Starting Salaries- 0-12 months Experience)				
	Mean	Median	Maximum	Minimum	National Mean
Agricultural Research	\$ 75,403.00	\$ 75,403.00	\$ 75,403.00	\$ 75,403.00	\$ 52,713.79
Agricultural Extension and Teaching	\$ 65,267.67	\$ 63,000.00	\$ 75,403.00	\$ 57,400.00	\$ 52,443.22
Agriculture Food Business and Trade	\$ 66,401.50	\$ 66,401.50	\$ 75,403.00	\$ 57,400.00	\$ 52,465.46
Agricultural Input Sales and Support	\$ 67,701.50	\$ 67,701.50	\$ 75,403.00	\$ 60,000.00	\$ 48,681.25
Crop Science and Production (Agronomy)	\$ 58,267.67	\$ 57,400.00	\$ 75,403.00	\$ 42,000.00	\$ 47,755.44
Nutrient Management	\$ 60,134.33	\$ 55,000.00	\$ 75,403.00	\$ 50,000.00	\$ 48,693.00
Contaminated Sites Evaluation and Reclamation	\$ 53,553.93	\$ 53,040.00	\$ 75,403.00	\$ 42,000.00	\$ 50,629.78
Environmental Management	\$ 54,211.36	\$ 55,000.00	\$ 75,403.00	\$ 42,000.00	\$ 51,451.94
Water Resources	\$ 60,850.75	\$ 56,500.00	\$ 75,403.00	\$ 55,000.00	\$ 53,377.59
Food Safety and Biosecurity	\$ 75,403.00	\$ 75,403.00	\$ 75,403.00	\$ 75,403.00	\$ 56,892.43
Livestock Science and Production	\$ 75,403.00	\$ 75,403.00	\$ 75,403.00	\$ 75,403.00	\$ 55,916.33

The hiring outlook in Alberta among most areas of practice is estimated to be strongest beyond ten years from now. An average of 2 agrologists are expected to be hired in the region beyond ten years from now.

18. How likely is your organization to hire additional registered agrologists to work in the area of [area] over the following timeframes: Base: AB respondents, n=27.

19. Approximately how many registered agrologists do you expect to hire to work in the area of Agricultural research over the next...? Base: AB respondents, n=27.

	Percent Likely to Hire Agrologists in the Given Timeframe per Area of Practice- Alberta										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	50%	67%	50%	50%	50%	74%	69%	50%	100%	67%	40%
Three to five years	50%	67%	50%	100%	50%	84%	94%	50%	100%	100%	60%
Six to ten years	50%	67%	50%	100%	50%	79%	81%	50%	100%	100%	60%
Beyond ten years from now	50%	67%	50%	100%	50%	74%	75%	50%	100%	67%	80%

	Average Number of Agrologists Expected to be Hired per Area of Practice- Alberta										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	0	1	0	0	0	1	2	0	0	1	0
Three to five years	0	2	0	1	1	3	2	0	0	1	1
Six to ten years	0	2	0	1	1	5	3	0	0	1	1
Beyond ten years from now	0	2	0	1	3	7	5	0	0	2	1



# Labour Market Details- Regional Profiles

## Saskatchewan

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# Starting salaries in Saskatchewan are highest for Agricultural Research.

16. Please list the starting... salaries before bonuses and other compensation for registered agrologists hired to work in this field at your organization.

	Saskatchewan (Starting Salaries- 0-12 months Experience)				
Areas of Practice	Mean	Median	Maximum	Minimum	National Mean
Agricultural Research	\$ 60,066.67	\$ 65,000.00	\$ 65,200.00	\$ 50,000.00	\$ 52,713.79
Agricultural Extension and Teaching	\$ 49,333.33	\$ 48,000.00	\$ 55,000.00	\$ 45,000.00	\$ 52,443.22
Agriculture Food Business and Trade	N/A	N/A	N/A	N/A	\$ 52,465.46
Agricultural Input Sales and Support	\$ 50,375.00	\$ 50,000.00	\$ 60,000.00	\$ 40,000.00	\$ 48,681.25
Crop Science and Production (Agronomy)	\$ 47,727.27	\$ 48,000.00	\$ 65,000.00	\$ 35,000.00	\$ 47,755.44
Nutrient Management	\$ 46,500.00	\$ 49,000.00	\$ 53,000.00	\$ 35,000.00	\$ 48,693.00
Contaminated Sites Evaluation and Reclamation	\$ 48,500.00	\$ 48,500.00	\$ 55,000.00	\$ 42,000.00	\$ 50,629.78
Environmental Management	\$ 47,333.33	\$ 45,000.00	\$ 55,000.00	\$ 42,000.00	\$ 51,451.94
Water Resources	\$ 52,000.00	\$ 53,000.00	\$ 55,000.00	\$ 48,000.00	\$ 53,377.59
Food Safety and Biosecurity	N/A	N/A	N/A	N/A	\$ 56,892.43
Livestock Science and Production	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 55,916.33

Other than Food Safety and Biosecurity and Food Business, the hiring outlook for agrologists in Saskatchewan is strong. This is especially true for mid to long-term projects as average expected hires tend to rise as the timeframe increases.

18. How likely is your organization to hire additional registered agrologists to work in the area of [area] over the following timeframes: Base: SK respondents, n=20.

19. Approximately how many registered agrologists do you expect to hire to work in the area of Agricultural research over the next...? Base: SK respondents, n=20.

	Percent Likely to Hire Agrologists in the Given Timeframe per Area of Practice- Saskatchewan										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	67%	100%	N/A	88%	82%	83%	75%	N/A	0%	50%	67%
Three to five years	100%	100%	N/A	100%	91%	83%	100%	N/A	100%	75%	100%
Six to ten years	100%	100%	N/A	100%	82%	83%	100%	N/A	100%	75%	100%
Beyond ten years from now	100%	100%	N/A	100%	82%	83%	100%	N/A	100%	75%	100%

	Average Number of Agrologists Expected to be Hired per Area of Practice- Saskatchewan										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	4	6	N/A	6	6	1	1	N/A	0	3	4
Three to five years	3	7	N/A	5	5	2	1	N/A	7	4	3
Six to ten years	5	7	N/A	5	6	4	3	N/A	10	4	3
Beyond ten years from now	5	7	N/A	5	5	4	4	N/A	10	3	3

# Labour Market Details- Regional Profiles

## Manitoba

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# On average, starting salaries are highest in Manitoba for Agricultural Research.

16. Please list the starting... salaries before bonuses and other compensation for registered agrologists hired to work in this field at your organization.

	Manitoba (Starting Salaries- 0-12 months Experience)				
Areas of Practice	Mean	Median	Maximum	Minimum	National Mean
Agricultural Research	\$ 71,777.00	\$ 71,777.00	\$ 71,777.00	\$ 71,777.00	\$ 52,713.79
Agricultural Extension and Teaching	\$ 55,925.67	\$ 54,000.00	\$ 71,777.00	\$ 42,000.00	\$ 52,443.22
Agriculture Food Business and Trade	\$ 56,888.50	\$ 56,888.50	\$ 71,777.00	\$ 42,000.00	\$ 52,465.46
Agricultural Input Sales and Support	\$ 50,666.67	\$ 50,000.00	\$ 60,000.00	\$ 42,000.00	\$ 48,681.25
Crop Science and Production (Agronomy)	\$ 51,884.00	\$ 50,000.00	\$ 71,777.00	\$ 35,000.00	\$ 47,755.44
Nutrient Management	\$ 49,592.33	\$ 42,000.00	\$ 71,777.00	\$ 35,000.00	\$ 48,693.00
Contaminated Sites Evaluation and Reclamation	\$ 46,600.00	\$ 45,000.00	\$ 52,000.00	\$ 42,000.00	\$ 50,629.78
Environmental Management	\$ 50,194.25	\$ 43,500.00	\$ 71,777.00	\$ 42,000.00	\$ 51,451.94
Water Resources	\$ 56,888.50	\$ 56,888.50	\$ 71,777.00	\$ 42,000.00	\$ 53,377.59
Food Safety and Biosecurity	\$ 51,259.00	\$ 42,000.00	\$ 71,777.00	\$ 40,000.00	\$ 56,892.43
Livestock Science and Production	\$ 56,888.50	\$ 56,888.50	\$ 71,777.00	\$ 42,000.00	\$ 55,916.33

# Other than Food Safety and Biosecurity and Water Resources, the hiring outlook for agrologists in Manitoba is strong.

18. How likely is your organization to hire additional registered agrologists to work in the area of [area] over the following timeframes: Base: MB respondents, n=18.

19. Approximately how many registered agrologists do you expect to hire to work in the area of Agricultural research over the next...? Base: MB respondents, n=18.

	Percent Likely to Hire Agrologists in the Given Timeframe per Area of Practice- Manitoba										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	100%	100%	75%	67%	63%	80%	83%	33%	100%	50%	0%
Three to five years	100%	67%	75%	100%	63%	100%	100%	33%	100%	25%	0%
Six to ten years	50%	67%	75%	100%	75%	100%	67%	33%	50%	50%	0%
Beyond ten years from now	50%	67%	75%	100%	75%	100%	67%	33%	50%	75%	50%

	Average Number of Agrologists Expected to be Hired per Area of Practice- Manitoba										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	2	3	2	3	1	2	1	0	1	3	0
Three to five years	1	2	2	3	2	3	2	0	1	5	0
Six to ten years	0	2	2	2	2	6	3	0	3	3	0
Beyond ten years from now	0	2	2	2	3	7	5	1	1	1	1

# Labour Market Details- Regional Profiles

Ontario (Few responses were collected in Ontario due to minimal contact lists available)

Starting salaries for Agriculture Input Sales and Support in Ontario are above the national average.

16. Please list the starting... salaries before bonuses and other compensation for registered agrologists hired to work in this field at your organization.

	Ontario (Starting Salaries- 0-12 months Experience)				
Areas of Practice	Mean	Median	Maximum	Minimum	National Mean
Agricultural Research	N/A	N/A	N/A	N/A	\$ 52,713.79
Agricultural Extension and Teaching	N/A	N/A	N/A	N/A	\$ 52,443.22
Agriculture Food Business and Trade	N/A	N/A	N/A	N/A	\$ 52,465.46
Agricultural Input Sales and Support	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00	\$ 48,681.25
Crop Science and Production (Agronomy)	N/A	N/A	N/A	N/A	\$ 47,755.44
Nutrient Management	N/A	N/A	N/A	N/A	\$ 48,693.00
Contaminated Sites Evaluation and Reclamation	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00	\$ 50,629.78
Environmental Management	N/A	N/A	N/A	N/A	\$ 51,451.94
Water Resources	N/A	N/A	N/A	N/A	\$ 53,377.59
Food Safety and Biosecurity	N/A	N/A	N/A	N/A	\$ 56,892.43
Livestock Science and Production	N/A	N/A	N/A	N/A	\$ 55,916.33



# The majority of reporting organizations in Ontario indicate they will hire at least one agrologist, on average, over the short and long-term.

18. How likely is your organization to hire additional registered agrologists to work in the area of [area] over the following timeframes: Base: ON respondents, n=4.

19. Approximately how many registered agrologists do you expect to hire to work in the area of Agricultural research over the next...? Base: ON respondents, n=4.

	Percent Likely to Hire Agrologists in the Given Timeframe per Area of Practice- Ontario										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	N/A	N/A	N/A	0%	N/A	100%	50%	N/A	N/A	N/A	N/A
Three to five years	N/A	N/A	N/A	100%	N/A	100%	100%	N/A	N/A	N/A	N/A
Six to ten years	N/A	N/A	N/A	100%	N/A	100%	50%	N/A	N/A	N/A	N/A
Beyond ten years from now	N/A	N/A	N/A	100%	N/A	100%	50%	N/A	N/A	N/A	N/A

	Average Number of Agrologists Expected to be Hired per Area of Practice- Ontario										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	N/A	N/A	N/A	1	N/A	1	2	N/A	N/A	N/A	N/A
Three to five years	N/A	N/A	N/A	1	N/A	1	2	N/A	N/A	N/A	N/A
Six to ten years	N/A	N/A	N/A	1	N/A	1	5	N/A	N/A	N/A	N/A
Beyond ten years from now	N/A	N/A	N/A	0	N/A	1	5	N/A	N/A	N/A	N/A

# Labour Market Details- Regional Profiles

## Quebec

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# Teaching agriculture in Quebec offers the highest starting salaries, on average.

16. Please list the starting... salaries before bonuses and other compensation for registered agrologists hired to work in this field at your organization.

	Quebec (Starting Salaries- 0-12 months Experience)				
Areas of Practice	Mean	Median	Maximum	Minimum	National Mean
Agricultural Research	\$ 52,071.67	\$ 55,215.00	\$ 75,000.00	\$ 26,000.00	\$ 52,713.79
Agricultural Extension and Teaching	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00	\$ 52,443.22
Agriculture Food Business and Trade	\$ 59,536.50	\$ 59,536.50	\$ 94,073.00	\$ 25,000.00	\$ 52,465.46
Agricultural Input Sales and Support	\$ 46,986.75	\$ 44,973.50	\$ 60,000.00	\$ 38,000.00	\$ 48,681.25
Crop Science and Production (Agronomy)	\$ 43,917.25	\$ 44,000.00	\$ 62,669.00	\$ 25,000.00	\$ 47,755.44
Nutrient Management	\$ 40,107.50	\$ 40,107.50	\$ 55,215.00	\$ 25,000.00	\$ 48,693.00
Contaminated Sites Evaluation and Reclamation	N/A	N/A	N/A	N/A	\$ 50,629.78
Environmental Management	\$ 43,834.50	\$ 43,834.50	\$ 62,669.00	\$ 25,000.00	\$ 51,451.94
Water Resources	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 53,377.59
Food Safety and Biosecurity	\$ 62,669.00	\$ 62,669.00	\$ 62,669.00	\$ 62,669.00	\$ 56,892.43
Livestock Science and Production	\$ 43,834.50	\$ 43,834.50	\$ 62,669.00	\$ 25,000.00	\$ 55,916.33

Stated hiring outlooks for Quebec are relatively strong. The majority of reporting organizations indicate they will hire at least one agrologist, on average, over the short and long-term.

18. How likely is your organization to hire additional registered agrologists to work in the area of [area] over the following timeframes: Base: QC respondents, n=8.

19. Approximately how many registered agrologists do you expect to hire to work in the area of Agricultural research over the next...? Base: QC respondents, n=8.

	Percent Likely to Hire Agrologists in the Given Timeframe per Area of Practice- Quebec										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	50%	100%	50%	75%	40%	N/A	50%	100%	50%	33%	N/A
Three to five years	75%	100%	50%	75%	40%	N/A	50%	100%	50%	33%	N/A
Six to ten years	75%	100%	50%	75%	40%	N/A	50%	100%	50%	33%	N/A
Beyond ten years from now	75%	100%	50%	75%	40%	N/A	50%	100%	50%	33%	N/A

	Average Number of Agrologists Expected to be Hired per Area of Practice- Quebec										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	1	1	1	1	0.5	N/A	1	1	1	0.5	N/A
Three to five years	2	2	1	2	0.5	N/A	1	1	1	0.5	N/A
Six to ten years	3	4	1	2	0.5	N/A	1	1	1	0.5	N/A
Beyond ten years from now	3	5	1	2	0.5	N/A	1	1	1	0.5	N/A

# Labour Market Details- Regional Profiles

Atlantic Canada

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# Other than Livestock Science and Production, all average starting salaries in the Atlantic region fall below national averages.

16. Please list the starting... salaries before bonuses and other compensation for registered agrologists hired to work in this field at your organization.

	Atlantic (Starting Salaries- 0-12 months Experience)				
Areas of Practice	Mean	Median	Maximum	Minimum	National Mean
Agricultural Research	\$ 39,600.00	\$ 38,000.00	\$ 55,000.00	\$ 30,000.00	\$ 52,713.79
Agricultural Extension and Teaching	\$ 43,000.00	\$ 35,000.00	\$ 60,000.00	\$ 30,000.00	\$ 52,443.22
Agriculture Food Business and Trade	\$ 43,333.33	\$ 40,000.00	\$ 55,000.00	\$ 40,000.00	\$ 52,465.46
Agricultural Input Sales and Support	\$ 38,333.33	\$ 40,000.00	\$ 40,000.00	\$ 35,000.00	\$ 48,681.25
Crop Science and Production (Agronomy)	\$ 40,714.29	\$ 40,000.00	\$ 55,000.00	\$ 35,000.00	\$ 47,755.44
Nutrient Management	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00	\$ 48,693.00
Contaminated Sites Evaluation and Reclamation	N/A	N/A	N/A	N/A	\$ 50,629.78
Environmental Management	N/A	N/A	N/A	N/A	\$ 51,451.94
Water Resources	N/A	N/A	N/A	N/A	\$ 53,377.59
Food Safety and Biosecurity	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 56,892.43
Livestock Science and Production	\$ 60,000.00	\$ 60,000.00	\$ 65,000.00	\$ 55,000.00	\$ 55,916.33

Relative to the other provinces, Atlantic Canada has the softest hiring outlook among all areas of practice. On average, only 1 agrolgist will be hired per year over both short and long-term horizons.

18. How likely is your organization to hire additional registered agrolgists to work in the area of [area] over the following timeframes: Base: Atlantic respondents, n=15.

19. Approximately how many registered agrolgists do you expect to hire to work in the area of Agricultural research over the next...? Base: Atlantic respondents, n=15.

	Percent Likely to Hire Agrolgists in the Given Timeframe per Area of Practice- Atlantic										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	57%	11%	63%	29%	50%	N/A	N/A	0%	0%	0%	N/A
Three to five years	57%	44%	75%	29%	50%	N/A	N/A	0%	0%	0%	N/A
Six to ten years	71%	56%	75%	29%	63%	N/A	N/A	0%	0%	25%	N/A
Beyond ten years from now	57%	44%	63%	29%	63%	N/A	N/A	0%	0%	25%	N/A

	Average Number of Agrolgists Expected to be Hired per Area of Practice- Atlantic										
	Agricultural research	Agricultural extension and teaching	Agriculture and food business and trade	Agricultural Input sales and support	Crop science and production (Agronomy)	Contaminated sites evaluation and reclamation	Environmental management	Food safety and biosecurity	Livestock science and production	Nutrient management	Water resources
One to two years	1	0	1	0	1	N/A	N/A	0	0	0	N/A
Three to five years	1	1	0	1	0	N/A	N/A	0	0	0	N/A
Six to ten years	1	1	1	0	1	N/A	N/A	0	0	0	N/A
Beyond ten years from now	1	1	1	0	0	N/A	N/A	0	0	0	N/A

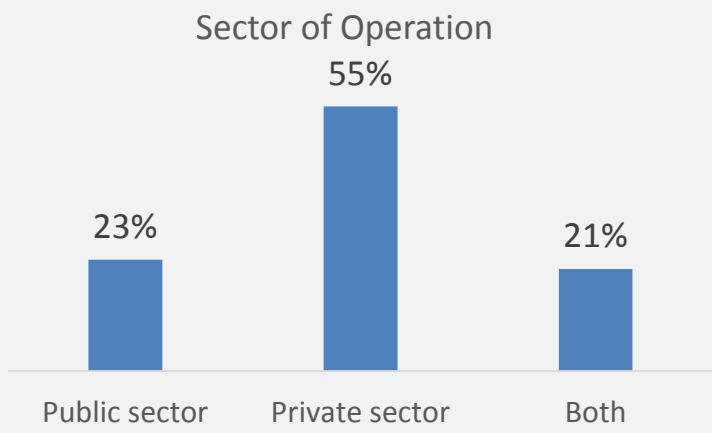
# Overall Respondent Profile

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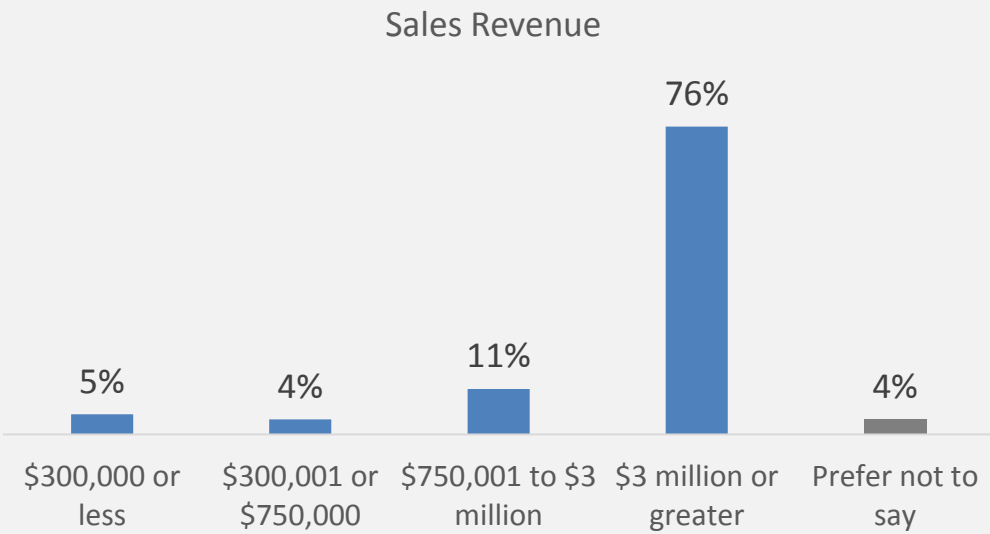


# Initial survey respondents most likely represent firms with more than 500 employees in Canada and have annual revenues of \$3 million or more.

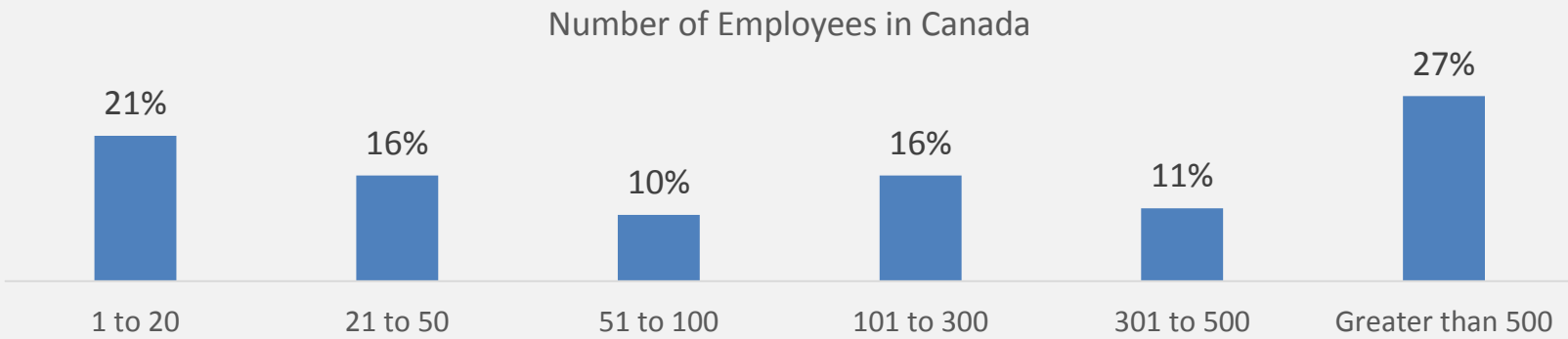
8. Do you operate in the public or private sector? Base: All initial survey respondents, n=108.



7. Could you please tell us the approximate range of your organization's total sales for 2014? Base: All initial survey respondents excluding 'don't know' and 'N/A', n=80.



5. How many employees work for your organization in Canada? Base: All initial survey respondents, n=108.



Most initial respondents indicate their businesses operate in the private sector. However, most final completed surveys from Ontario and Atlantic Canada were completed by government organizations.

8. Do you operate in the public or private sector? Base: All initial respondents, n=108.

	Sector of Operation by Region			
	Alberta and B.C.	Saskatchewan and Manitoba	Ontario and Quebec	Atlantic
Public sector	29%	18%	20%	12%
Private sector	45%	71%	40%	76%
Both	26%	11%	40%	12%

6. Approximately how many registered agrologists work for your organization? Base: All initial respondents, n=108.

	Organization Size (number of Canadian employees)					
	1 to 20	21 to 50	51 to 100	101 to 300	301 to 500	Greater than 500
Average number of agrologists working in the organization	3	11	15	13	31	61

	Sector of Operation		
	Public sector	Private sector	Both
Average number of agrologists working in the organization	43	17	29