

**Agrologists  
Agronomes**  
CANADA

# Summary Report

**AGROLOGISTS/AGRONOMES CANADA**

**2015 BENCHMARK  
LABOUR MARKET SURVEY**

## INTRODUCTION

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In 2014 Agrologists/Agronomes Canada contracted Inshtrix Research Inc. (Inshtrix) 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.

The target number of survey completions was 80-100. Overall, 108 completed surveys were achieved. The data collected represents **2,043** agrologists from various organizations, which represents roughly 20% of registered agrologists across Canada. Ten thousand (10 000) professional agrologists are registered members of the ten provincial institutes.

This survey constitutes a first high level and general collection of information on entry salaries and hiring expectations and it gives an initial broad indication of the labor market. It prepares the grounds for Agrologists Canada to pursue with a more extensive survey that would include more parameters and criteria.

## THANK YOU

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Agrologists-Agronomes Canada would like to thank all the respondents for their valuable contribution. We received high quality input from the agriculture businesses, the academic institutions and a variety of employers of agrologists.

We also extend our thanks to members of the AAC committee that managed this project.

A special mention to Al Scholz, Executive Director & Registrar, Saskatchewan Institute of Agrologists (SIA).

## NOTE TO THE READER

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The results of this study are a reflection of the economic context that prevailed mainly in the first semester of 2015. Since then, fluctuations in the Canadian economy and the agricultural/environmental industry are likely to have influenced the employment situation and the forecasts in some provinces.

## EXECUTIVE SUMMARY

This report states that the average starting salaries for agrologists are at or above \$50,000 in most regions and areas of practice. And they are especially strong in the field of agricultural research. Professional agrologists working in nutrient management and contaminated sites evaluation appear in the lower range but still earn starting salaries between \$40,000 and \$50,000 in most provinces.

In addition, the agri-food and environmental industries expect steady growth of new hires across Canada, now and in the future.

As a result of the Canadian geography and climate differences, the practice of agrology varies from coast to coast. The outcomes of this survey provide a very good example of those variations.

### STARTING SALARY AND EXPECTED HIRES - 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

### PRACTICE AREAS WITH HIGHEST AVERAGE EXPECTED NEW HIRES PER EMPLOYER PER REGION IN THE GIVEN TIMEFRAME

- **British Columbia:** 20.0 average new hires expected for Food Business and Trade
- **Alberta:** 6.0 average new hires expected for Contaminated Sites Evaluation in 6 to 10 years
- **Saskatchewan:** 10.0 average new hires expected for Livestock Science in 6 to 10 years
- **Manitoba:** 4.5 average new hires expected for Contaminated Sites Evaluation in the next 3 to 5 years
- **Ontario:** 3.5 average new hires expected for Environmental Management in the next 3 to 5 years
- **Quebec:** 3.0 average new hires expected for Agriculture Extension and Teaching in the short-term
- **Atlantic Canada:** Expects to hire 1.0 new agrologist in the short, mid, and long-term across all areas of practice.

# REGIONAL PROFILES

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## BRITISH COLUMBIA

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

## ALBERTA

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

## SASKATCHEWAN

- Starting salaries in Saskatchewan are highest for Agricultural Research.
- 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.

## MANITOBA

- On average, starting salaries are highest in Manitoba for Agricultural Research.
- Other than Food Safety and Biosecurity and Water Resources, the hiring outlook for agrologists in Manitoba is strong.

## ONTARIO

- Starting salaries for Agriculture Input Sales and Support in Ontario are above the national average.
- The majority of reporting organizations in Ontario indicate they will hire at least one agrologist, on average, over the short and long-term.

## QUEBEC

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

## ATLANTIC CANADA

- Other than Livestock Science and Production, all average starting salaries in the Atlantic region fall below national averages.
- Relative to the other provinces, Atlantic Canada has the softest hiring outlook among all areas of practice.