

Human Resources (HR)

Consultant Service for British Columbia Agriculture

FREE to AgSafe BC Members!

People are essential for the success and sustainability of your farm and recruiting and retaining skilled workers has become increasingly challenging. AgSafe BC understands these challenges and has partnered with the Investment Agriculture Foundation to offer complimentary HR Consultant services tailored to the agriculture sector.

Think of this initiative as “HR on Speed Dial” — a valuable resource designed to help your agricultural business navigate workforce challenges, improve employee retention, and support your overall growth. Whether you're in crop farming, livestock operations, or agribusiness, this service is here to help you manage your most valuable asset—your people.

WHAT DOES THIS SERVICE OFFER

Whether you're facing immediate HR challenges or simply need expert advice, the Regional HR Consultants are here to assist your agricultural business. From developing effective recruitment and retention strategies tailored to the agricultural industry, to identifying gaps in your current HR practices, this service is designed to support the unique needs of your operation.

Turn the page to see some examples of how this service can help you tackle workforce challenges and improve HR management in your farm or agribusiness.



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AgSafe BC is a non-profit association dedicated to improving health, safety, and human resource practices within the agriculture sector in British Columbia. We provide tools, resources, and consulting services to help agricultural employers enhance their HR management, improve workplace safety, and create a positive, productive work environment.

In addition to offering education and training for both current and future agricultural workers, AgSafe BC serves as a key resource for industry stakeholders, providing insights on labour market conditions and strategies specific to agriculture. Our mission is to support BC's agricultural community in building a safer, more sustainable workforce.

Learn More! ↓



Funding



This Human Resources (HR) Project was funded by the Government of Canada and the Province of British Columbia through the Agriculture Workforce Development Initiative. The initiative is delivered by the Investment Agriculture Foundation of BC.

Please see below for examples of what AgSafe BC's HR Consultants can help with. The service is complimentary to BC's agricultural businesses and has the full support of AgSafe BC.



RECRUITMENT STRATEGY AND PLANNING

In today's competitive labour market, it's crucial that agricultural businesses have a clear recruitment strategy and plan to attract the staff they need. Understanding the key elements of effective recruitment and building a plan that addresses your specific operational needs can significantly improve recruitment outcomes. We can help you:

- ✓ Assist in developing and auditing your recruitment strategy
- ✓ Create detailed job descriptions
- ✓ Identify potential recruitment channels suited to the agriculture sector
- ✓ Provide interviewing tips and guidelines tailored to agricultural roles
- ✓ Establish objective selection criteria
- ✓ Support access to government funding, such as student recruitment grants and workforce development programs



ONBOARDING

Onboarding new employees effectively is critical to retention and gives employers an opportunity to make a positive first impression. AgSafe BC can help you build a strong onboarding process by:

- ✓ Outlining the key components of a successful onboarding plan
- ✓ Detailing the step-by-step process
- ✓ Offering resources and tools to facilitate the process



RETENTION

Retaining employees in the agricultural sector, especially during busy seasons, requires creating a positive and supportive workplace culture. AgSafe BC can help you build a respectful and inclusive environment that values your workers and supports their well-being. We can assist you with:

- ✓ Building a culture of respect and inclusion in the workplace
- ✓ Promoting mental health and wellness programs
- ✓ Addressing bullying and harassment, including sexual harassment
- ✓ Supporting training and development, including access to BC's Employer Training Grant
- ✓ Providing performance management and feedback strategies
- ✓ Offering rewards, recognition, and perks tailored to agricultural workers
- ✓ Effective scheduling, seasonality planning, and workforce management



HR ADVICE

AgSafe BC provides expert advice on various HR issues to help you navigate complex employee matters, including:

- ✓ Progressive discipline and conflict resolution
- ✓ Employee exit strategies and conducting exit interviews
- ✓ Compensation and benefits, including sector-specific advice