

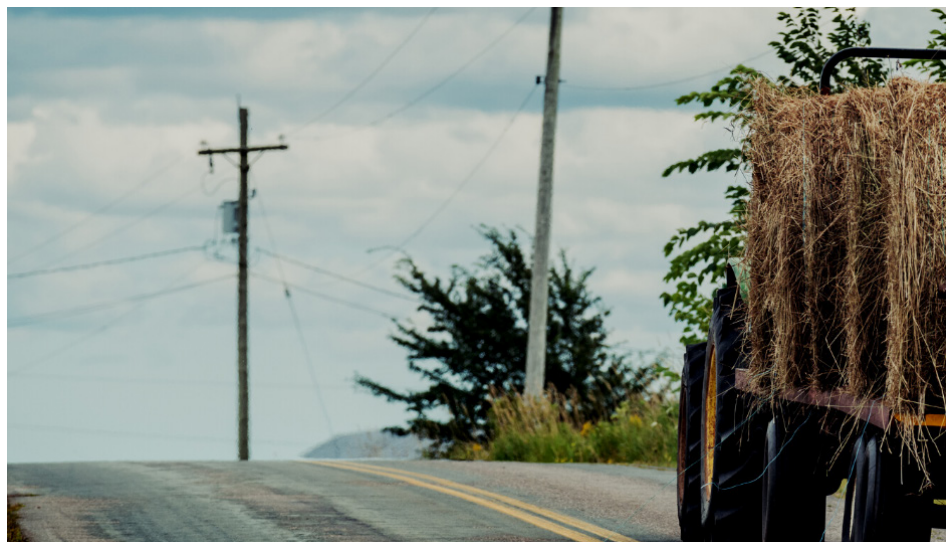
news+views

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Safety is a Two-Way Street



As employers, family members, and friends, safety is of the utmost concern. Prioritizing safety ensures that you do everything to make sure everyone is safe on the farm, day in and day out, and are returning home at the end of the day in the same condition they left. (Perhaps a little dirtier, but that comes with job description.) With the 2022 growing season in full swing, you're all hitting the roads again, so we're here to provide some friendly reminders and safety tips!

Statistics

First, we're going to start off a little heavy by diving into some important stats. When we take a look at the Canadian Agricultural Injury Reporting from 2003-2012, there are a few statistics that we want to bring your attention.

- When looking at it seasonally, machine rollovers were the **leading causes** during the two most active seasons, summer and fall. It was the **second leading cause** in the spring.
- If we look at the Top 10 causes of agriculture-related fatalities, **143** incidents were a result of **machine rollovers**, and **59** were a result of **traffic collisions**.
- Of the 143 rollover fatalities, **56%** (80 fatalities) were sideways in direction, and the majority of the rollover fatalities **involved a tractor** (69%).
- In **36%** of fatal sideways machine rollovers, circumstance text descriptions attributed the rollover to the machine or vehicle **travelling too close to the edge of a ditch** or other steep slope bordering a road or field.
- In fatal sideways machine rollovers, injury circumstance text descriptions showed that the decedents' **most common activities** prior to the
- Motor vehicle collision fatality rates **increased** an average of 2.8%
- One of the **top three** mechanisms for agriculture related fatalities are **machine rollovers**.

Message from the Executive Director

As I write this message, we are wrapping up Canadian Mental Health Week and Dr. Andria Jones-Britton along with her research team from the University of Guelph just released the results of the 2021 National Survey of Farmer Mental Health. While the results are alarming, unfortunately they aren't surprising. According to the research results, 76% of farmers were classified as experiencing moderate or high perceived stress.

This released at the same time that we are seeing prices of fuel and fertilizer increasing at exceedingly high rates, while farmers are starting to put seed in the ground. I recognize this is a very stressful time for everyone with the uncertainty of how high our cost of production will be and even the availability of inputs when we need them. Additionally, we know that many farmers are awaiting the release of provincial programs, which will determine what projects they will undertake this year to enhance efficiencies, expand product development, and improve sustainability.

Now more than ever, it is essential that we look after our health and wellness as we work through a season that may continue to be challenging. In 2020 Farm Safety Nova Scotia consulted with industry and developed a Blueprint for a Mental Health Action Plan for Nova Scotia Farmers. There were a number of stressors identified, and finances ranked among the top stressors. Additionally, there were a number of priorities identified to address what is needed in order to optimize mental health and wellness within the farm community. These include; increased awareness, improved access to mental health training and resources, support networks and reducing stressors.

I believe it is imperative that we focus on support networks and reducing stressors that are negatively impacting mental health and wellness through advocacy and programs. Over the last month or so, we have heard from a significant number of farmers concerned about rising cost

of inputs, and you are putting your trust in the NSFA to advocate on your behalf, which we will do. But as you know, we are facing challenges that do not have easy solutions – a global market is impacting our input costs and input availability and that same global market is determining the value of our commodity.

While I recognize the message I am sending is reiterating the challenges you are facing, I want you to know that the NSFA has heard your concerns, and will advocate to the best of our ability to support you through this challenging year. At the core of this, I can't help but believe if we had risk management programs that met the needs of industry, we would be in a better place. With the signing multilateral agreement for the Next Policy Framework just around the corner, we will be submitting our recommendations for improved BRM programs in the coming month. This isn't a short-term solution but will hopefully provide long-term answers.

While we work to advocate on your behalf and ensure policy and programs are supporting you in producing food and agricultural products, I want to leave you with a few reminders to ensure your mental health and wellness remains a priority for you during the busy season:

- Stay hydrated, well-fed and get some sleep – even in the busy times!
- Reach out to others when you are struggling, find time to connect with friends and family and take a break from the work when you can – even if it's just a picnic in the field
- If you see someone that seems to be struggling, reach out – send a text, drop by the field with a coffee for a quick chat
- Reach out to your NSFA and commodity representatives to ensure the challenges you are facing are well understood so we can advocate effectively



Carolyn Van Den Heuvel, Executive Director

- Reach out to those available to support you in navigating challenges whether that be NSFA staff for EFP, farm safety or workforce training, NSDA Extension Staff for navigating programs or Perennia's Agricultural Services Team for production advice – we are all here to support you!

The Farm Family Support Line is another great resource, you can find all the details on the last page.

I wish everyone a safe and productive season, we are just a phone call away.

Thoughts? Let's chat!
cvandenheuvel@nsfa-fane.ca
(902) 893-2293



Road Safety Cont'd

rollover were **driving on highways** (transportation) and **farm roads** (38%)

- Of the 780 agriculture-related fatalities in which a location was identified, road/ highway had **107 fatalities** (14%)

These statistics are concerning, as they should be. Safety is something that must be kept top of mind, whether on the farm, in the field, or on the road.

What about in other Provinces?

During Canadian Agricultural Safety Week this year, the Canadian Agricultural Safety Association sat down with a member of the RCMP Traffic Services in Manitoba. We wanted to include a portion of this article.

Sgt. Mark Hume has seen a lot on the roadways of Manitoba as a unit commander with RCMP Traffic Services. And working in rural Manitoba, it's no surprise that he's seen several roadway incidents involving agricultural equipment.

He recalled an incident on Highway 5 by Gilbert Plains, located about 350 kilometres northwest of Winnipeg. On that particular day, there was a rainstorm when Hume came across a large eight-wheel tractor on the roadway, with a pickup truck following behind. Even in the rainstorm, Hume could tell that the driver of the tractor was young – too young to be driving a tractor.

After initiating a traffic stop, Hume learned an 11-year-old was driving the tractor, and the father was behind in the pickup. The father said to Hume, "Well, he couldn't drive the pickup without a licence, so I had him drive the tractor."

Of course, a valid drivers' licence is required to drive – be it farm equipment, a motor vehicle, or anything else – on roadways. But this incident underscores some of the misconceptions that persist about road safety where agricultural equipment is involved.

While this story didn't end tragically, many others do. Indeed, many tragic, and potentially avoidable, incidents have stuck with Hume over the years. According to Canadian Agricultural Injury Reporting data, there were 107 agriculture-related fatalities on roads and highways between 2003 and 2012.

And, certainly, the matter of road safety is pertinent right across the country.

Best Practices

Before heading back onto the roads for another busy cropping season, here are a few things to keep in mind.

- Make sure your tractor is equipped with proper safety guards and devices. Check equipment (e.g. hydraulics, tires, and lights) before leaving.
- Tractors manufactured after 1974 must be equipped with a roll-over protective structure (ROPS) and a seatbelt, which must be worn at all times.
- Lock tractor brakes together when traveling on the road.
- Always travel on the road, never the shoulder. When safe, pull off the road completely to allow vehicles to pass. Gravel shoulders are not stable.
- When towing implements, be sure to use proper hitching techniques with safety chains. All implements should be locked in the "travel" position when on public roads.
- All loads must be secured.

What if I have a line of cars behind me?

Often when a lineup of traffic has formed behind a piece of farm machinery on the road, folks will pull over to let these vehicles by. That being said, you must wait for the right opportunity to do so. The shoulders on the road are not made to drive on and are often there in case of emergency. Shoulders are very narrow and made up of gravel and dirt, and are not strong enough to handle the weight of a tractor or other heavy equipment.

In our rural communities, it is not uncommon to come across shoulders that have been washed out as well. With all of that in mind, very heavy, large,

and expensive equipment requires well thought out travel plans and maneuvers.

What is the NSFA doing about Road Safety?

Road safety has been a key issue that Farm Safety and the Federation of Agriculture have been working on for a number of years. The NSFA continues to push for policy changes in areas related to road safety such as: regular road maintenance, which allows safe passage on roads for farm gear and the public.

This includes things like:

- Filling in potholes or repaving roads will allow gear and vehicles to travel on the roadways without veering into the other lane to avoid damage.
- Maintaining road shoulders is every bit as important as the road surface. A shoulder built to standard provides safer travel with farm gear when passing oncoming traffic.
- Farm gear is big and doesn't move fast. When ditches are kept clear, farmers are able to see down the road in both directions and are able to turn onto the road when it is safest to do so without guessing.

Have you heard about the One Road campaign?

Run by Farm Safety Nova Scotia, the objective of the campaign is twofold; keep farmers, workers, and commuters all safe when farm vehicles are on highways with motorists travelling at high speeds, and to make sure farmers/workers are adhering to safe practices when using provincial highways and roadways. The goal is to keep everyone safe, and recognize that safety is a shared responsibility.

Did you know, we have a number of One Road resources available? We have social graphics, stickers, rack cards, posters - all you have to do is ask!

Interested in learning more about road safety?

Did you know we offer an online awareness course on agricultural road safety! You can find it on the Farm Safety website (<https://farmsafetyns.ca/courses/agricultural-road-safety/>).

Policy Corner

In the Legislature

We are in the middle of the second session of this government. This government has been following through on some election promises and responding to emerging situations. A couple highlights that directly relate to agriculture are the budget and changes to the *Electricity Act*.

The Budget

The Agriculture budget stayed rather stagnant when compared year over year. There was speculation that the Agriculture budget would decrease since Fisheries and Aquaculture no longer share a Minister or most resources. Aside from financial breakdowns by division, the budget also includes Full Time Employees (FTE's). These stayed fairly consistent as well. While a sigh of relief can be had that Agriculture didn't experience any further losses, it's concerning that the Minister has a mandate to support the food strategy for long term growth without any financial or additional staff support.

Other parts of the budget have impacts on the agriculture industry. Environment & Climate Change and Labour, Skills & Immigration budgets also play a significant role. Meat, food and animal welfare inspectors work under the Nova Scotia Environment and Climate Change Inspection Division. The Environment and Climate Change section of the budget provided funds for more seasonal meat inspectors.

NSFA has been requesting this for years and are pleased to see that finally come to light. Labour is another section of the budget NSFA monitors, as NSFA receives funding from Labour, Skills and Immigration for much of the core work in the Farm and Workforce Development program.



Electricity Act

With all the concern that was raised with Nova Scotia Power's proposal to the UARB, much of that has been alleviated with changes to the *Electricity Act* and *Public Utilities Act*. In an announcement by government, the Act will improve the net-metering and funding programs like the Community Solar and Green Choice.

Changes to the acts that benefit agriculture include:

- ratepayers will be guaranteed the full right to net meter without fear of new special charges, fees or rates – Nova Scotia Power will be prohibited from adding such charges
- ratepayers will be guaranteed the right to bring the energy portion of their electricity bill to \$0 annually if they are able to generate enough power from renewable sources like solar panels

As an observation, it's interesting to see how the electricity conversation with farms has evolved over the years. In earlier days, conversations were around improving insulation, rate class, rate increases, more efficient light bulbs. Now, more and more farms are installing solar power. The proposed changes by NSP are concerning; the changes to the *Electricity Act* and *Public Utilities Act* are certainly welcomed and will continue to make the ongoing cost of producing clean energy a bit more accessible. That being said, more work needs to be continued through funding on farm adoption of clean technologies and researching alternative technologies to reduce the cost of energy for farms.

NSFA continues to monitor happenings at the legislature and will share updates relevant to agriculture in the weekly eNews. If you aren't already receiving our eNews and would like to sign up, you can email comms@nsfa-fane.ca!

Federal Budget

The federal budget was released in April. When it came to agriculture, there weren't any major surprises as it followed the mandate letters closely. Canadian Federation of Agriculture reported new commitments that are in-line with Canadian agriculture's priorities outlined above. These include:

- \$450 million over five years to Canada's National Trade Corridors Fund.
- \$16 million over 2 years to the Atlantic Canada Opportunities Agency's Jobs and Growth Fund, with an additional \$12 million for the CFIA to accelerate investigations into recent detections of potato wart.
- The budget also highlights over \$1 billion to help Canadian agriculture transition to a low carbon economy that was recently announced in the 2030 Emission Reductions Plan.
- Various improvements to the Temporary Foreign Worker Program including:
 - A commitment to create a Trusted Employer Program.
 - \$64.4 million over three years for LMIA processing
 - \$14.6 million over three years for employer inspections

NSFA will monitor for activities in these areas and let our members know of any changes or opportunities as they arise.

Dyke Management Information Sessions

In April, NSFA welcomed Kevin Bekkers, Colin Weaver, Chris Ross and Carl Esau from NSDA to present on dyke management here in Nova Scotia. They provided great information on how the

dykes are managed and they entertained almost 90 minutes of questions from farm members.

Some highlights from the session include:

- overview of the regulatory constraints that apply to dyke system management
- overview of regular and major activities for dyke system management, including inspection and monitoring
- GIS Online reporting/Asset Management
- Preparing for the future with climate change

More information about dyke management in Nova Scotia can be found here: <https://novascotia.ca/dykeland-system-upgrades/>

NSFA looks forward to more opportunities to bring information about dykes and other topics important to the agriculture industry.



Agencies, Boards, and Commissions

Every spring and fall the Nova Scotia Government recruits for members to Agencies, Boards and Commissions. The spring recruitment is now open for 2022!

What is an agency, board and commission you ask? These are “boards” that are identified in legislation that the government is required to fill. There are a number of these agencies, boards and commissions – or ABCs – that pertain to agriculture. Nova Scotia Farm Loan Board, Crop and Livestock Insurance Commission and Agricultural Marshland Conservation Commission are examples of ABCs.

There are two types of ABCs – adjudicative and non-adjudicative. If you are interested in applying to an adjudicative ABC, there are two intake deadlines each year. Non-adjudicative boards are open year-round until the vacancies are filled. The biggest difference between adjudicative boards and non-adjudicative boards is responsibility. Adjudicative boards have authority to make decisions; the application for adjudicative boards has a series of questions for applicants to demonstrate ability to make unbiased decisions.

You're interested in applying to an ABC...now what?

There is an application process on the Nova Scotia government's Executive Council website: https://novascotia.ca/exec_council/abc/. You will need to set up an account if you haven't applied to an ABC before.

Applications are now open for the below agriculture ABCs.

NOVA SCOTIA

You Can Make a Difference



To apply visit: novascotia.ca/abc
or call: **1-866-206-6844**

**Serve on an
agency, board
or commission.**

The following ABCs are Adjudicative and have an application deadline of May 31st, 2022.

- Agricultural Marshland Conservation Commission
- Animal Welfare Appeal Board (previously known as Animal Cruelty Appeal Board)
- Crop and Livestock Insurance Arbitration Board
- Farm Practices Board
- Farm Registration Appeal Committee
- Meat Inspection Board
- Natural Products Marketing Council

The following ABCs are non- adjudicative

- Livestock Health Services Board
- Veterinary Medical Association Council, Nova Scotia
- Atlantic Provinces Harness Racing Commission
- Crop and Livestock Insurance Commission, Nova Scotia
- Farm Loan Board, Nova Scotia
- Livestock Health Services Board

The farmer perspective is important on all of the above ABCs and many of the ABCs in other departments. NSFA offers support to members interested in applying to ABCs. This support can be filling out the application with you, talking through your answers to application question, identifying what experiences and skills should be highlighted in your application, setting up your account and more.

If you want to apply to an ABC, please contact Maxine at the NSFA office and she will help you on your application process. Maxine can be reached at mmaclean@nsfa-fane.ca or (902) 893-2293.

Looking for ways to reduce fertilizer requirements?

With recent world events, markets are fluctuating, supply chains are struggling and costs are increasing. With the high costs of fertilizer, many farmers are re-evaluating their cropping systems for this year and trying to determine where some short-term savings can be found. We were lucky to have a good growing season last year and are coming into this season with a surplus of forage in many cases for livestock producers. This can help reduce the need to manage some fields to their optimum production this year, but other cropping systems may not have that luxury.

Ideally, farmers are routinely taking soil samples and developing their fertility plan by interpreting these results. Soil tests that have been collected within the last three years will provide information that is current enough to work with, as long as the nutrient applications for the crops grown over that time have been documented. If it's been longer since any soil sampling was completed, it is recommended that this be the first step for the season. If you are going to make an investment in fertilizer, make sure you have some good information and advice to help in the decision-making process.

Before you place the fertilizer order, another important consideration is limestone. As soil pH decreases, so does the ability of plants to use the nutrients that are applied. It may be more economical to prioritize liming over fertilizers if soil pH is low. Limestone also contains calcium and varying amounts of magnesium which are both important nutrients for crop, livestock and human

health. NSDA has opened the Limestone Trucking Assistance Program: <https://novascotia.ca/programs/limestone-trucking-assistance/> for the season which provides support to farmers in transporting limestone to their farms.

Fertilizer Canada promotes 4R Nutrient Stewardship: <https://fertilizercanada.ca/our-focus/stewardship/>. It is increasingly important that farmers follow the 4 R's to ensure the Right Source, at the Right Rate, at the Right Time and in the Right Place to maximize the benefits of the nutrients applied and minimize losses to the environment. Nitrogen management practices should be carefully considered. If you have experimented with different rates on your farm in the past, you may have a good idea of what rate to use to reach economically optimum yields. Qualified nutrient management professionals can calculate the most economic rate of fertilizer based on fertilizer price and projected yields.

Manure is a valuable source of N, P, and K as well as many secondary and micronutrients. Every effort should be made to maximize the efficiency of the nutrients contained in manure in order to reduce the amount of supplemental fertilizer required to meet crop needs. To increase the efficiency of manure, consider injecting liquid manure to reduce loss of nitrogen due to ammonia volatilization. Manure applications should also be prioritized on fields that require N, P, and K to maximize utilization of all three nutrients. Perennia is administering the new On-Farm Climate Action Fund (OFCAF) for Nova Scotia which supports new practices that aren't currently being used on-farm. One of the three target areas is nitrogen management and the program will support agronomic services to develop farm-specific nutrient management plans, equipment modifications for fertilizer application in fields and soil sampling and analysis. For more information, visit: https://www.perennia.ca/ofcaf_nsnl/.

The OFCAF program will also support rotational grazing initiatives, e.g., developing grazing management plans, interior cross fencing and water system infrastructure. Developing smaller pasture paddocks and allowing areas to rest between grazing cycles can increase pasture productivity and extend the grazing season significantly. Investing in infrastructure to improve management can be a viable option to help offset fertilizer applications in a grazing situation.

Cover crops are also being supported through the OFCAF program. Cover crops are plants, like cereals (e.g. winter wheat, winter rye), legumes (e.g. clover) and others (e.g. Sudangrass). Cover crops are planted to protect and improve the soil rather than for the purpose of being harvested. Incorporating nitrogen fixing crops as covers or as part of a longer-term crop rotation can help add nitrogen to the soil. These are longer term investments that may not have an immediate impact, but over time will increase soil health and build organic matter.

There are also a number of alternative nutrient containing soil amendments that could benefit producers. Wood ash and lime stabilized bio-solids provide both liming and fertility benefits, but are also in high demand and availability is limited. Commercially available composts, from municipal or commercial operators, should also be considered, but it is recommended to visit the facility and observe the product prior to ordering to ensure it meets expectations.

Many of these suggestions to improve fertilizer and manure nutrient use are best practices that should be implemented - the current high fertilizer prices just increase their importance and impact. Any efforts that can enhance soil health and build soil resiliency will provide a buffer that gives you some additional flexibility in navigating short-term fertilizer price spikes today or in the future.



Nova Scotia Food & Farming Survey!

The Nova Scotia Federation of Agriculture through Meet Your Farmer launched a survey in 2021 focusing on trust in the food system in Nova Scotia. The survey was developed with Loft32 and compliments the annual survey completed by the Canadian Centre for Food Integrity. The survey was trialed during the 2021 Saltscapes Virtual Expo, reopened online in September and closed on December 31, 2021.

It was advertised on meetyourfarmer.ca and on Meet Your Farmer social media. A total of 659 people responded to the survey. There were less than 10 respondents who did not reside in Nova Scotia. There were no exclusions to participation, but respondents were asked about their involvement in the food and farming sector.

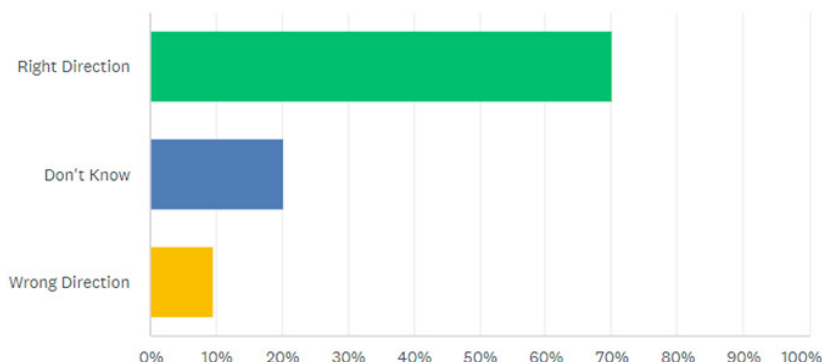
55% of the total respondents had no farm background or work in agriculture or food.

This survey was designed to gather information and sentiment on how Nova Scotians view and feel about the whole food system in Nova Scotia.

Results

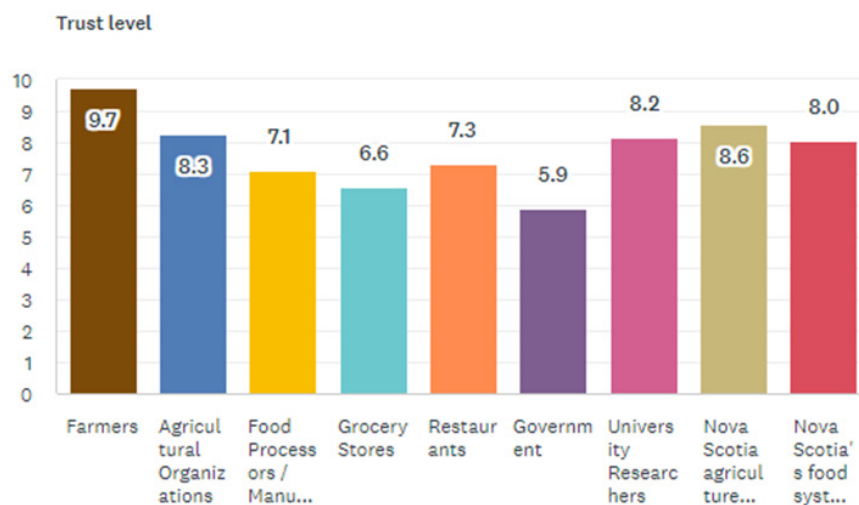
To the right you will find some key highlights from our 2021 edition of the survey.

We started off the survey by asking “Overall, would you say that the food system in Nova Scotia, including how food is grown, produced, and sold, is moving in the right direction or the wrong direction?”



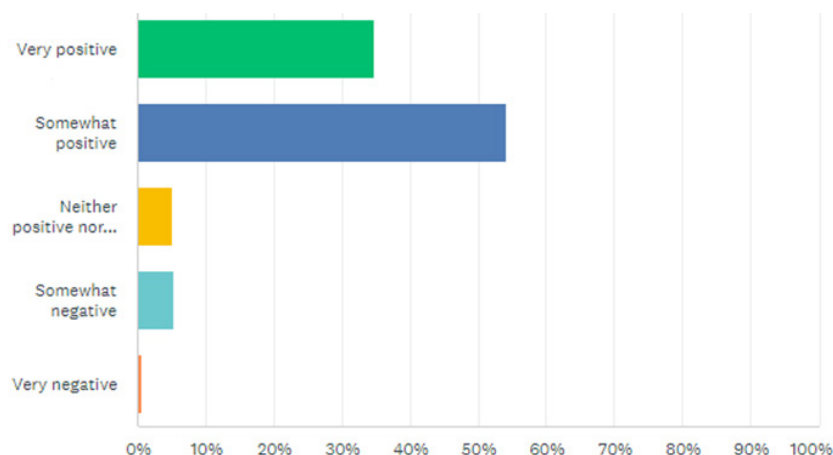
70% of respondents feel the food system is heading in the right direction, while 20% were unsure and 10% said wrong direction. While 70% is a very positive result and it does reflect higher than the data from CCFI, it does show there is a portion of the population that are unsure about the direction our food system is headed in. And, this isn't all people who have no background in food or farming.

We asked about trust levels throughout the food system - farmers right through to food service. On a scale of 0 (very low) to 10 (very high) respondents scored a range of food system stakeholders, and the system overall.



Trust levels across the board are high, but trust levels in farmers was very strong with the average score being 9.7 out of 10! It will be interesting to see how this will trend over the next few years. Perhaps this number is inflated but it's an encouraging result! Government and grocery stores were given the lowest levels of trust but track similar to the results seen in the CCFI research. Comparing the high trust level given to farmers with the CCFI data, 45% of Nova Scotians who responded in the CCFI survey gave farmers a high trust level (8-10), while 83% of respondents in this survey gave a score of between 8 to 10. It's not clear why these scores differ as all other responses were quite similar.

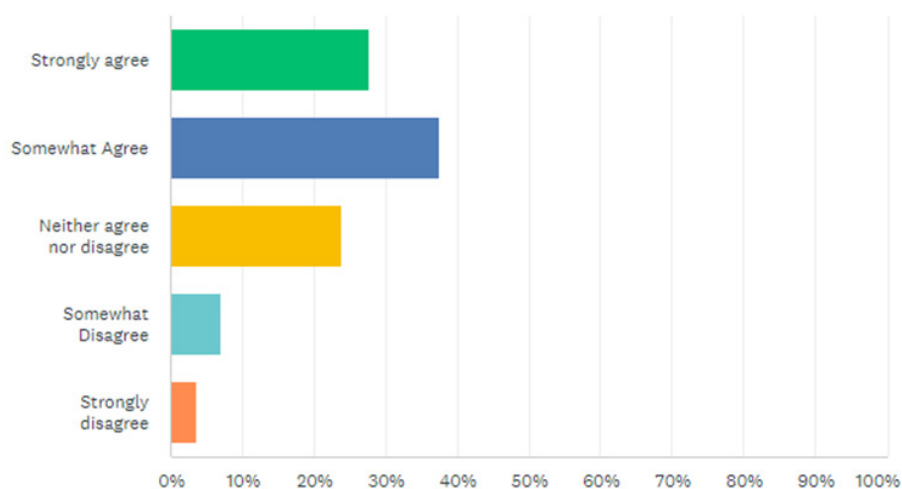
Continuing on, we asked, What would you say is your overall impression of agriculture in Nova Scotia today? Would you say your impression is...?



89% of respondents said their impression of agriculture in Nova Scotia was somewhat positive or very positive! This corresponds to the question asked earlier on trust levels where Nova Scotia Agriculture overall was ranked 8.6 out of 10 in trust.

When asked about whether the respondents had the information needed to make informed decisions about their food choices, responses show: 32.5% strongly agreed, 55.8% somewhat agreed, 7.6% neither agreed or disagreed, 3% somewhat disagreed, and 1.06% strongly disagreed. These results indicate more information to help the public make informed decisions is wanted. CCFI shared that the public feels it is hard to shift through information and sometimes there is information overload. It's difficult to know what is credible and helpful as a consumer.

We highlighted climate change by asking agreement in “Modern farming practices help reduce greenhouse gases and fight climate change”



28% strongly agreed, 38% somewhat agreed but 24% were unsure and 11% somewhat or strongly disagreed with the statement. This shows a need for conversations and information for the public on climate change strategies in food and agriculture in Nova Scotia.

In Summary

Trust levels are high across the food system in Nova Scotia, and many people have a positive view of agriculture in Nova Scotia! That's good news! Areas to focus on in the future and create opportunities for discussion and information sharing include: food affordability, food labels, production methods, food origin, and the environment and climate change. The buy local movement is alive and well and there is lots of interest in the food system in Nova Scotia! Be encouraged with these results and engage in conversation on food and agriculture when you can. If there are resources you need to support you, please let us know so we can develop or find what you need.

Next Steps

The survey has been updated for use in 2022 and was made available at Saltscapes Expo in Halifax. It will be open for respondents until December 31, 2022. We will be tracking the data using it to compliment information from CCFI and to begin to compare on a historical basis. A full report of the survey data is available at: <https://nsfa-fane.ca/publictrust/factsheets-infographics/>

Saltscapes Halifax Expo Returns!

Meet Your Farmer was proud to partner with Saltscapes Halifax Expo from April 8th to 10th at Halifax Exhibition Centre! We were so glad to be out and about again! The expo was busy and we had great conversations and a lot of fun playing games and hosting children's activities.



NS Ag Jobs

nsajobs.ca

The NSAgJobs job bank was created two years ago, and we are celebrating by sharing some of the platform's highlights! NSAgJobs was first developed in spring of 2020 to address the labour gap in the Nova Scotia agriculture and agri-food industry as the COVID-19 pandemic further affected an already growing labour shortage. The platform gives employers the ability to target their audience by advertising their open positions on an industry-specific job bank.

Positions advertised on NSAgJobs range from farm labourers and managers, diesel mechanics, herdspersons, program coordinators, accountants, and beyond! There are two main criteria for posting jobs on the platform: they must be related to the agriculture industry and the job must be located within Nova Scotia. This provides local job seekers with a pre-filtered, one-stop-shop for employment opportunities in the province's agriculture and agri-food industry.

Attract. Recruit. Promote.

Our job bank is an excellent tool to help attract and recruit your workforce and promote your operation to new workers. With national exposure and high viewership, your postings will have a far reach. Since its launch, the job bank has had over 37,000 total views and currently averages over 500 views each month.

The Farm and Workforce Development team continue to promote agriculture careers in Nova Scotia, and as we shift to more in-person events, we are happy to be connecting with the community. Recently, the FWD team attended the Dal AC AggieWIL Career Fair in Truro where we met with students preparing to join the industry and pursue their passion. There was a lot of excitement and positive feedback surrounding NSAgJobs and how this resource helps simplify the search for agriculture careers in Nova Scotia. Students had the opportunity to browse current postings on

the job bank and get a glimpse of the wide array of positions available.

Benefits of using NSAgJobs

- Register and advertise your job openings, with the ability to edit, duplicate, or delete posts
- Utilize a platform designed specifically for the Nova Scotia agriculture industry
- Have your posting seen by hundreds of jobseekers
- Connect with local, Nova Scotia talent
- Access to NSFA staff assistance

In addition to helping your farm source local labour, the job bank is also an important tool that provides data on the real supply and demand of jobs and employees.

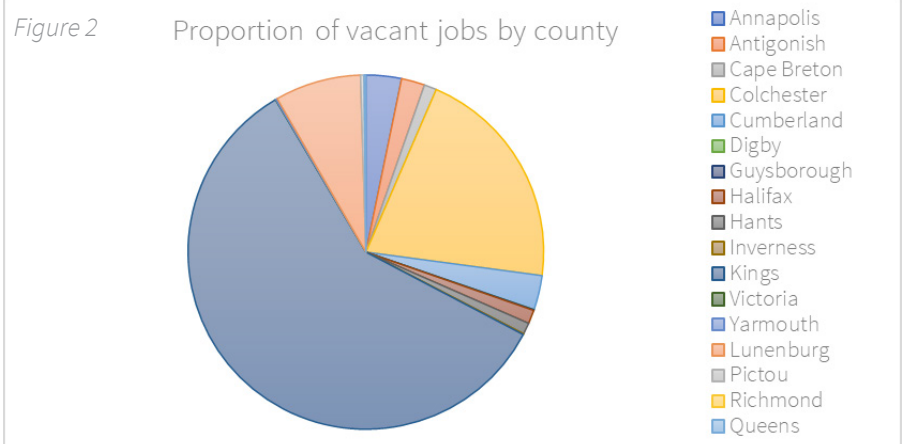
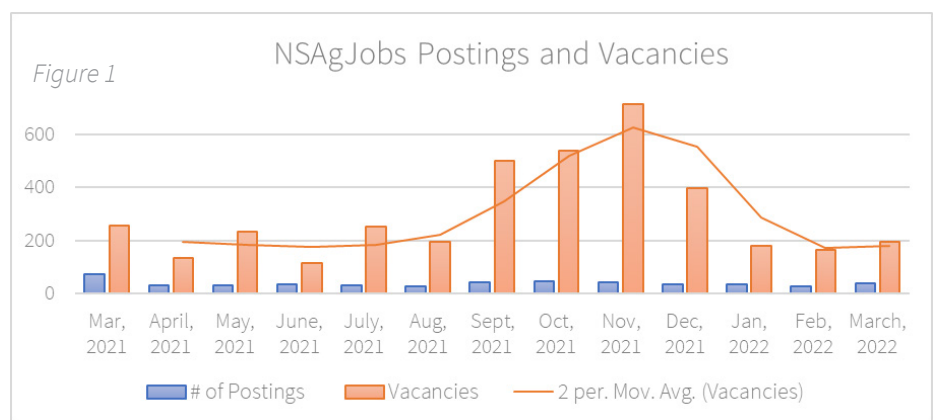
As seen in Figure 1, the majority of jobs are posted during the winter months as many farm operators prepare for the busier seasons. The number of jobs posted average around 40 per month, and each job can have multiple vacancies. There is an average of 300 job vacancies per month, reaching upward of 700 vacancies in November, 2021.

However, visits to the job bank are highest in the spring and lowest in the winter months. The job bank had the highest reach in May 2021 with almost 1000 views, and the lowest in December 2021 with roughly 400 views. This indicates jobseekers are likely more active in the spring, when planting season is beginning, rather than in the winter, when employers are advertising the majority of positions.

Job postings on the NSAgJobs platform come from over 250 unique employers in the Nova Scotia agriculture industry. Job postings span all commodities, counties, and experience levels; there is something for everyone! The majority of job vacancies are in Kings County, followed by Colchester County, with postings coming in from across the entire province (Figure 2).

We have heard several success stories from jobseekers that have used NSAgJobs to launch their career in agriculture. As spring approaches, don't hesitate to advertise your open positions on nsajobs.ca!

You can get in touch with any questions or provide feedback by emailing us at nsajobs@nsfa-fane.ca



Checking in on Someone

Maybe you notice your friend is feeling down, your family member hasn't reached out in a while, your coworker is not acting like themselves, etc. In these cases it may be nice to show your support and offer a helping hand, but knowing how to approach the situation is often the more difficult part.

Below are a few helpful pieces of advice for the support person to consider:

Are you ready?

Take a minute to check in on your own mental health. Are you in a good frame of mind yourself? Most importantly, are you ready to listen? It is beneficial to also know the signs of a mental health crisis.

Consider your environment.

Is there a space around that is relatively private and quiet? Sometimes people prefer walking rather than sitting face to face. Depending on the relationship you have with this person, try to consider what would make them most comfortable.

Starting the conversation.

Remain calm and make sure you are having open ended conversations. This person might not be someone you usually talk about feelings with, so consider starting with "I've noticed you've been _____ lately, how have you been?"

Make sure they know you are listening.

Body language is so important. Try to be mindful of this. You can show you are listening by keeping eye contact, nodding, not crossing your arms, putting your phone away, etc.

Additionally, throughout the whole conversation make sure to listen without judgment. You are there to support them. Often, we may feel we know what's best,



but we are not there to tell them how to feel better, but better yet support them in finding their own methods. In doing so, you can ask them about things they enjoy, and whether they have been doing these little things for their own mental health.

Help them figure out the next steps.

After figuring out what this person likes to do for fun, and the things that make them feel good, encourage them to make time for these activities in their day-to-day schedules. We must always make time for our mental health, as it impacts all areas of our lives.

In a more serious situation, you may want to encourage them to speak with a family doctor, or other healthcare professional.

Lastly, if this person seems suicidal, do not leave them alone. Seek professional help and call a helpline for assistance.

Follow up.

Remind them that you are still there for them even after the conversation. This will make the person feel cared for and let them know that you are always there to talk things through if they require additional peer support.

Take care of yourself.

Supporting someone who is going through a hard time or dealing with depression can be draining at times. Often as humans we can feed off others' emotions and energy. It can become emotionally draining. Ensure you are taking time to also take care of your own mental health. It is okay to take a bit of a step back, focus on things you enjoy doing and surround yourself with friends and family. You can not support others when you are not also supporting your own well-being.



Supporting the **MENTAL HEALTH** of Nova Scotia Farmers ♥

Upcoming Events

May 26, 2022

Continuous Improvement Session - Windsor

June 8, 2022

Christmas Tree Council of Nova Scotia Annual Meeting

July 28, 2022

Continuous Improvement Session - Antigonish

September 18, 2022

Open Farm Day

October 6, 2022

Continuous Improvement Session - Truro

October 18, 2022

Continuous Improvement Session - Berwick

November 24-25, 2022

NSFA Annual Meeting

November 25, 2022

Farm Safety Nova Scotia Annual Meeting



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FARM FAMILY SUPPORT LINE

A confidential, short-term counselling and advisory service - to help farmers manage and reduce the stresses in life, including mental health, legal, financial and more.

If you require more specialized or longer-term support, professionals will help you find an appropriate specialist or community service that can provide continued assistance.

Available to farmers or their immediate family members



Farm Family Support Line is managed by Morneau Shepell as a Member Assistance Program funded by Farm Safety Nova Scotia

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