

news+views

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Check the Box in Section 6!



Once again, it's time for farm registration renewals. As you're working through your renewal, ensure you **"Check the Box" on Section 6** in order to stay connected with your Federation. Checking that box guarantees that you are a member of the NSFA.

By checking that box you can have your say in the direction the Federation takes on industry issues, you are a voting member at our annual meeting, you have access to our great member benefits, and you stay up to date on news and events within our industry.

Currently, the Nova Scotia Federation of Agriculture represents the interests of over 90% of all agricultural production in the province, while supporting farm families and businesses through lobby and advocacy efforts and the delivery of various programs that support the sustainability of the industry.

The NSFA monitors and reviews trends, legislation, and programs that impact the industry. We actively lobby and advocate for changes and improvements to legislation, programs, and public policy.

Alongside our advocacy and lobbying work, the NSFA is home to a variety of programs that help our farms continue on the path towards a sustainable future. This includes; Farm and Workforce Development, Farm Safety Nova Scotia, Meet Your Farmer, Environmental Farm Plan, Living Labs, and Species at Risk.

In addition to the work we do to further our industry, the Federation also provides benefits to its members. You can find our benefit partners on pages 3-4.

To become a member of the NSFA, you must **"Check the Box" on Section 6** of your farm registration form – you will find this on the second last page of the form. There is **no additional cost** to becoming a member above your farm registration fee.

As your Federation of Agriculture, we are here to support you!

Why should you be a member of the NSFA?

A Trusted Voice: The NSFA has been the voice of Nova Scotia farmers since 1895. Representing the interests of over 90% of all agricultural production across the province.

Accountable Representation: NSFA Council members are elected directly from NSFA membership at the Annual General Meeting. The NSFA works closely with County Federations and commodity organizations.

Strong Committees: The NSFA is home to a number of committees that help influence and guide the work of the

...continued on page 3

Message from the Executive Director

The winter months are often spent on the road attending meetings and industry events. Stakeholder relations are key to the work we do here at the Federation. We make efforts to attend commodity annual meetings, which gives us a chance to hear about the challenges and opportunities facing each sector. We also hosted our Commodity Roundtable that brings together commodity and affiliate organizations with the NSFA to discuss areas of common interest and to find opportunities to work together. We are currently prioritizing government relations and are hopeful to have the opportunity to meet with government officials in the coming months to bring forward recommendations on how government can support a prosperous and sustainable future.

Speaking of government relations, we have also had a number of government relations engagements both provincially and federally. While Hurricane Fiona sometimes feels like it was long ago, the support farmers need is still very much top of mind for us. As an organization, we were very pleased with the response from the Federal and Provincial governments immediately following the hurricane – it appeared to be very clear they would be here to support the industry recovery. The one-intake application managed by the Nova Scotia Department of Agriculture has greatly minimized farmers' administrative burden. With case managers assigned to each file, it ensures farmers aren't missing out on any support opportunities. However, we are concerned that Federal Programs – AgriRecovery and ACOA Hurricane Recovery Fund – have not been finalized for Atlantic Canadian farmers. The NSFA submitted a letter and met with Minister Bibeau in early February, voicing concerns about the time that has passed and emphasized that it is essential that Federal funding roll eminently. This letter was followed up by a joint letter with the Atlantic Federations of Agriculture this past week. We will continue to advocate on your behalf for the support you need.

I would be remiss if I didn't acknowledge the impact the significant cold snap had on the grape and fruit industries – significant weather events seem to becoming the norm and we will continue to advocate for responsive risk management programs to address the evolving needs of farmers.

Representatives from Farm Safety Nova Scotia also had the opportunity to meet with Minister Morrow and Minister Comer (Minister Responsible for the Office of Addictions and Mental Health) in mid-February. At this meeting, we presented the We Talk. We Grow. Blueprint for a Mental Health Action Plan for Nova Scotia Farmers. There was a great discussion and we look forward to the opportunity to work together with our partners to bring this plan to life.

We are also expecting details on Sustainable-CAP to be available in the coming month. We are looking forward to the rollout of this policy framework and will be monitoring and reviewing programs to ensure they meet the needs of the industry.

As I wrap up writing, we are heading to Ottawa for the Canadian Federation of Agriculture Annual Meeting. This is always a great time to connect with our provincial and national counterparts and discuss key issues impacting Canada's agriculture industry. We will also be visiting local MPs while we are there to ensure Nova Scotia's farmers are top of mind while they are in Ottawa.



Carolyn Van Den Heuvel, Executive Director

Staffing Update

We want to wish Maxine MacLean, now former Policy Manager, best of luck on her new adventure as Philanthropy Manager with the YMCA of Pictou County! Maxine worked with the NSFA for 9 years and was passionate about agriculture policy and we are confident she will bring that same passion in her new role.

Please direct any policy-related inquiries to:

cvandenheuvel@nsfa-fane.ca.



Farm Registration Cont'd

Federation including Policy Advisory, and Agricultural Land, to name a few. Committee membership consists of Council members, members-at-large and various stakeholders.

Effective Lobbying: As the only general farm organization in the province, the results of NSFA's lobbying and advocacy efforts are a significant benefit to our members, as well as the agriculture industry in the province. Results of NSFA lobbying and advocacy include farm plates, fuel tax rebates, government funding programs, labour advocacy in relation to Temporary Foreign Workers, changes to the Municipal Planning Act and TIR Regulations.

Dedicated Staff: The NSFA is home to a team of dedicated individuals who are passionate about the agriculture industry in Nova Scotia. This team works to tackle issues and challenges facing the industry and offers programs and other support to the farming community.

Supporting Nova Scotia Young Farmers: The NSFA is a proud supporter of the Nova Scotia Young Farmers. NSYF receives direct support from the Federation for governance, finance, communication, event logistics and more! We are happy to support the industry's future leaders.

Delivery of industry-led programs:

NSFA is home to a variety of programs including Farm Safety Nova Scotia, Farm & Workforce Development, Environmental Farm Plan Program, Living Labs and Meet Your Farmer. These programs support farms in accessing the tools and resources they need to operate safe and sustainable farm businesses.

Member Benefits: NSFA Member Benefit partners offer significant savings to our members. Look at the businesses offering benefits to our members below and on page 4!

NSFA Member Benefits



Unlimited and Shared Data plans designed for NSFA Members. Featured plans include 5GB Shared, 20GB Unlimited, and 50GB Unlimited.



Payworks is a leading expert in the field of total workforce management solutions, providing innovative cloud-based solutions for Payroll, Human Resources, Employee Time and Absence Management. NSFA members receive **special pricing**.



Superior Propane is pleased to offer an **exclusive pricing program** to the members of the Nova Scotia Federation of Agriculture. **A minimum estimated annual propane consumption of 10,000 litres is required.*



Did you know that thanks to Farm Safety Nova Scotia's membership with Safety Services Nova Scotia, you have access to **discounts** on all of their services as well as other perks?

Discounts on Drivers ED

Discounts on Motorcycle Programs

Discounts on services

When contacting SSNS for services, be sure to mention Farm Safety Nova Scotia!



Maritime Fuels is proud to offer NSFA Members excellent **exclusive offers**:

- Trusted Esso furnace oil to keep your home and business warm during the colder months and throughout the year
- Advanced diesel fuel, Esso Diesel Efficient™, designed to save you time, money and eliminate the need for off-the-shelf additives
- High-quality heating equipment, lubricants, and industrial supplies to maximize equipment efficiency, prolong component life and reduce downtime to accommodate all your needs



The AgriHR Toolkit, developed by the Canadian Agricultural Human Resource Council (CAHRC) through extensive consultations with producers across Canada, offers assistance every step of the way with guides, templates, resources and the critical questions that you need to ask and answer about your business. It offers tools that you can download and customize for your farm. Farm & Workforce Development has partnered with CAHRC to be able to **offer this tool to all NSFA members**.

NSFA Member Benefits Cont'd



Managed Health Care Services Inc.

Nova Scotia Federation of Agriculture members have an opportunity to participate in an innovative **Preferred Pharmacy Provider Program** offered by MHCSI- Managed Health Care Services Inc.

When using your MHCSI drug card when filling prescriptions / accessing pharmacy services at MHCSI participating preferred pharmacy provider network locations, you will receive additional coverage up to \$2.00 per prescription against your out-of-pocket expenses.



Real Estate experts Turner Drake now **offer NSFA members a 15% discount** on valuation and property tax advisory services on farm properties throughout the province. Turner Drake has provided real estate consulting services to Nova Scotians for over 40 years. A local firm with deep roots in the region they have offices in all four Atlantic provinces and Ontario.



BrokerLink Insurance is pleased to offer NSFA members exclusive access to Farm Advantage. The program offers unique and enhanced farm insurance coverage including:

- increased coverage limits for tools, corrals and fencing and harvested produce and supplies
- Up to \$500,000 for newly acquired machinery instead of a percentage amount

- Up to \$100,000 for non-owned farm machinery instead of the usual \$50,000 with increased time from 30 days to 60 days for both owned and non-owned
- Increased pollution damage to owned property from \$5,000 to \$25,000

Plus, if your farm is claims-free for five years, you could be eligible to receive up to a 25% discount on your farm insurance.



As a member of NSFA you are entitled to receive preferred rates through our volume purchasing power. Get the most comprehensive benefits for all of your needs, all in one place.

Get affordable, flexible, and convenient benefits:

- Life Insurance
- Extended Health
- Dental
- Vision Care
- Critical Illness
- Accidental Death and Dismemberment

We've got you covered

When you join NSFA's group benefit program from Morneau Shepell, you will:

- Save with special discount rates, through volume purchasing by NSFA
- Choose your benefits (Life, Medical and Dental, Critical Illness) and amount of insurance you need
- Offer the savings, choice, and convenience to any staff you hire



Mark's Work Wearhouse is now offering NSFA members an exclusive 10% discount on selected items and brand names such as:

- Dakota Industrial Workwear
- Carhartt Merchandise

- DH T-Shirts
- Polos
- Cotton Twill & Dress Pants
- Jeans
- Rainwear
- Thermal Underwear
- Winter & Safety Accessories
- Work Socks & Gloves
- CSA Approved Footwear

Accessible with the use of your NSFA Marks Work Warehouse discount card.



Enterprise Rent-A-Car offers NSFA members corporate class rental pricing.



Significant Organization Savings rate program is designed to reward NSFA members with discounted room rates at participating Choice locations worldwide. NSFA Members receive a 10% discount when using our designated ID number.



We are in the process of revamping our partnership with Kent. Once this roles out, the process to access this benefit will be streamlined and easy to use. NSFA members will receive an exclusive discount. Stay tuned for future details!

Policy Corner

Agencies, Boards and Commissions

Every Spring and Fall the Nova Scotia Government recruits for members to Agencies, Boards and Commissions. The spring recruitment for 2023 will soon open!

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.

Some of these Boards have positions dedicated to NSFA members. If you are interested in applying to represent NSFA and require a letter of recommendation, please reach out to discuss opportunities.

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 following agriculture ABCs. The following ABCs are Adjudicative and have an application deadline in late May.



- 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 the NSFA office and they will help you with your application process.

NSFA Makes Submission to UARB

The provincial government made changes to the Electricity Act and the Renewable Electricity Regulations to make way for larger solar and other electricity projects to come on to the grid. These changes required Nova Scotia Power to submit a Commercial Net-Metering Program for approval to the Utility and Review Board. This program will make way for larger net-metering projects.

Nova Scotia Power made application to the UARB in November for approval of the new Commercial Net Metering Program. UARB will consider this matter in a paper hearing process. NSFA Policy has reviewed the proposed regulations and submitted comments to UARB.

Highlights from the submission includes:

- NSFA is in favor of farms are eligible for 1,000kw projects;
- Remove the significant cost for applicants/farmers on single phase lines to implement projects; and,
- Create a process with less red-tape for farms to receive certificates demonstrating the annual volume of renewable energy created on farm.

Labour Market Information Survey

Thank you to everyone who participated in the LMI survey! We’re looking forward to sharing the results and report in the coming months. If you haven’t had the chance to complete the survey – it will remain open until end of March .

5 WAYS LABOUR MARKET INFORMATION CAN SHAPE YOUR DECISIONS

1 RECRUITMENT STRATEGIES

Take a deep dive into recruitment challenges that others in your sector are facing and the strategies that are being used to cope.

2 RETENTION METHODS

Understand top retention methods being used within your industry. Data can inform you of the current climate, helping you remain competitive.

3 POLICIES & BEST PRACTICES

Find out how your HR policies and practices for attracting underrepresented groups stand up to others within your sector.

4 SKILLS ON THE RISE

Gain insight into the technical skills that are on the rise within your industry and the personal attributes common among top-performing employees.

5 WAGES

Find out how your wages compare to other industries and other employers within your sector.



Young Farmers Update

One of the five strategic plan focus areas for NS Young Farmers is Learning and Education. This was identified as a priority by members through a survey conducted in 2022 as part of the strategic planning process. The goals are to make training and learning opportunities more accessible to NSYF members and increase interest in those opportunities.

There are several ways we hope to make learning more accessible including:

- Offering training at a reduced rate to NSYF members.
- Including members in training offered by the NS Federation of Agriculture
- Offering online training to reach more of the provincial membership.
- Sharing training and learning opportunities through social media.
- Providing learning opportunities that earn pesticide points.

The NSYF website has added a Suggestion Box form where members can drop topics for training and learning they would like to see offered either in person or online. It's a place for you to share suggestions for what you would like to see a session presented on - or anything else you think we should know! Feel free to add things throughout the year when you think of them.

You can find the Suggestion Box here: <https://nsyoungfarmers.ca/about-nsyf/suggestion-box/>

To help NSYF members access learning opportunities, the Farm Workforce Development team of the NSFA has made funding available to cover up to \$200 per member to a total of \$5000.

This could be used for:

- Safety Training such as First Aid, Fall Protection, Forklift and others
- Human Resources
- Communications
- Leadership
- Personal Development such as Productivity or Creating a Work/Life Balance
- Professional Development including Project Management or Business Planning
- Financial including Accounting or Budgeting
- Farm Succession/Transition Planning

If you find a course or training opportunity you would like to participate in, contact info@nsyoungfarmers.ca to see if it would be covered by this funding.

Additional funding from Farm Credit Canada (FCC) allows for support of some educational events, including covering conference registrations provided there is a significant educational component.

In Person Opportunity: Risk Management Workshop for NSYF Members

Roots To Success is a program offered by Farm Management Canada which aims to increase your ability to assess and address risks on the farm. Whether it's the weather, pests, market conditions, relationships, global pandemics, finances or transition planning, the risks inherent in farming can affect both the day-to-day operations and the future of your farm.

Join with other young farmers on Thursday, March 23 from 9 am - 4:30 pm to assess your farm risk. Location: Super 8, 63 Cole Drive, Windsor, NS

Snacks, beverages and lunch provided.

The workshop begins with a whole farm assessment and continues to allow you to:

- Gain knowledge, tools and resources to make better business decisions.
- Share best practices and lessons learned with other producers.

- Create a comprehensive risk management plan tailored to your farm.
- Build your farm resilience.
- Improve your relationships with buyers, lenders and insurance companies.

Participants also receive one year's free access to AgriShield, an online risk management platform for Canadian farmers.

With funding from Agriculture and Agri-Food Canada and the Agri-Risk Initiatives this workshop is offered at no charge to participants.

Twelve participants are needed to run the workshop, so team up with others in your area and bring a carload!

Please register by visiting our website! nsyoungfarmers.ca/events



Public Trust Update

Canada's Ag Day Celebration!



We were part of the nation-wide celebration of Canada's Agriculture Day and it was a great one! Meet Your Farmer joined The Kilted Chef on his Facebook live show to make Beef Ramen Noodles featuring Nova Scotia products. We were pleased to have Alain visit a Nova Scotia dairy farm as part of this live show. Special thanks to Jason Van Der Linden for cooking alongside the chef and being an excellent host!

You find the recipe at: <https://kiltedchef.ca/recipes/beef-ramen-noodles/print/6428/>. If you didn't catch the live show you can find it on Meet Your Farmer's or The Kilted Chef's Facebook page.

Meet Your Farmer joined forces with Dalhousie Agricultural Campus and Halifax Public Libraries to host a discussion and panel on 'The Future of Food'. This was at the beautiful Paul O'Regan Hall and streamed to our Facebook page and Youtube Channel. Allan Melvin moderated the panel of: Katie Keddy, Jennifer Harverstock, Dr. David Gray and Justin Cantafio to discuss issues that will impact agriculture and food in the coming years.



There were lots of questions from a very engaged audience! If you didn't catch the live viewing you can find it on the Meet Your Farmer YouTube channel or Facebook page.

Meet Your Farmer set to return to the Saltscapes Halifax Expo

Meet Your Farmer will be attending Saltscapes Halifax Expo from **April 21st to 23rd** at Halifax Exhibition Centre! If you would like to join us for a bit at our booth over the three days to meet and talk with Expo visitors, please contact Janette McDonald. Volunteers are always welcome! You can reach her at jmcdonald@nsfa-fane.ca

Meet Your Farmer on Heritage Day

After our first successful event in 2020 we were very pleased to return to Cole Harbour Place to host a fun, family focused event highlighting Nova Scotia farmers! Families had the opportunity to participate in lots of activities with many commodities joining in the space. Cole Harbour Place also offered a free swim and free skate. Thank you to all our volunteers who helped make this event possible!

- Egg Farmers of Nova Scotia
- Dairy Farmers of Nova Scotia
- Chicken Farmers of Nova Scotia
- Nova Scotia Beekeepers Association
- Christmas Tree Council of Nova Scotia
- Nova Scotia Fruit Growers Association
- Nova Scotia Department of Agriculture
- Agriculture and Agri-Food Canada

Art Contests a Bright Success

The third annual colouring contest featured nine new colouring pages that were designed by Nova Scotia artist Danielle Shreenan. Danielle is a freelance graphic designer and illustrator. You may recognize her artwork in Shanda Cameron's Farmer Brown book series. Thank you Danielle for your talents! All completed entries have been posted to the Meet Your Farmer Facebook page. Winning entries are announced at: www.meetyourfarmer.ca/create-with-us/

We brought back "Your Dream Farm". Youth ages 10-13 submitted original art showing what they would have on their own farm. All completed entries have been posted to the Meet Your Farmer Facebook page. Winning entries are announced at: www.meetyourfarmer.ca/create-with-us/. We love the creativity and hope that maybe some of these farms will come to reality someday! Great work everyone and thanks for taking part!

Your Farmers, Your Nova Scotia

We are always looking for new farms that are interested in participating in our Your Farmers, Your Nova Scotia campaign. Join us in sharing stories from Nova Scotia's farm families, with those who consume and purchase your products!

Email jmcdonald@nsfa-fane.ca for more details

Can You Name a Species At Risk?

Managing Farm Landscapes to Support Biodiversity Habitat

As part of the Environmental Farm Plan (EFP) Program, we ask questions about wildlife. These can be related to nuisance issues on the farm (e.g. starlings, deer), but when the conversation shifts to species at risk, the conversation is often “Have you observed any species at risk on your property?” and the answer is “No” or “I’m not sure”. “What about barn swallows – do you have those?” Often the answer is “Yes” or “I used to but I don’t anymore”.

Barn swallows are just one example of the species at risk in the province. They were a common occurrence on Nova Scotia farms a generation ago, but have been declining in numbers for decades. An e-News survey last year identified many nesting locations on farms across the province. Many farmers enjoy having these birds around the farm, but had no idea to the significance of their presence.

Currently, there are 63 different plants and animals on our provincial list ranging from American Martin to Yellow-banded Bumble Bee: <https://novascotia.ca/natr/wildlife/species-at-risk/>. As a province, and as an industry, we need to ensure we are maintaining and enhancing wildlife habitat on farms to support species at risk conservation and recovery. The 15th Conference of the Parties (COP15) to the United Nations Convention on Biological Diversity was held in Montréal, Quebec in December.

COP15 focused on protecting nature and halting biodiversity loss around the world and participants agreed to a global framework putting nature on a path to recovery by 2050. In a previous report

by the United Nations, up to one million species globally could face extinction in the near future due to human influence on the natural world.

Environment and Climate Change Canada (ECCC) initiated the Species at Risk Partnerships on Agricultural Lands (SARPAL) program in 2014. The SARPAL initiative is focused on working with the agricultural community to facilitate recovery of Species at Risk (SAR) on agricultural lands through voluntary stewardship actions related to Critical Habitat for Species at Risk.

The Nova Scotia Federation of Agriculture has been working with Dalhousie University, the Nova Scotia Department of Agriculture, Nova Scotia Department of Natural Resources and Renewables, the Clean Annapolis River Project and Birds Canada on various projects and initiatives to improve habitat for species at risk in Nova Scotia. The Wood Turtle Strides project identified critical habitat and provided incentives to conserve habitat. Over 20 farms signed Conservation or Stewardship Agreements covering over 550 hectares that includes some of the most productive Wood Turtle habitats in the species’ range.



Since then, funding has been used to develop factsheets and resources and identify high priority areas for future conservation and on-farm demonstrations of conservation practices. We plan to re-launch the farm biodiversity website: <https://www.farmbiodiversity.ca/> this spring and hope that it will be a helpful resource for identifying species at risk and providing resources for their support.

We are also planning a workshop series with Birds Canada later this spring pro-

moting barn swallows and other aerial insectivores - how to identify them, support them and report sightings. More information on the sessions, including dates and locations, will be publicized shortly.

SARPAL funding can also be used to support on-farm initiatives to enhance habitat for species at risk. Whether it’s bird boxes and nesting cups, riparian improvements, pollinator strips or fields, using flushing bars or changes to forage management, these and other options could be considered for funding assistance.

The Canadian Forage and Grassland Association (CFGa) is leading a national project with financial support from the Canada Nature Fund to develop province-specific, on-line habitat and biodiversity management tools. Nova Scotia is one of three provinces to participate in the first phase of the project and the NSFA and NS EFP program are supporting the project activities. The tool should be available on-line soon. It will be incorporated into the EFP program, but will be available to anyone interested in habitat conservation on their property.

The Resilient Agriculture Landscape Program (RALP) has also been promoted by the NSDA as a new program under S-CAP funding. The program is part of the Federal 2030 Emissions Reduction plan with the intention to support carbon sequestration, adaptation and address other environmental co-benefits. Although details aren’t available yet, this program could provide additional support for biodiversity enhancement initiatives.

Many farms already have existing areas within their farm operation that support biodiversity and provide habitat for a variety of wildlife species. We have a lot of good stories to tell, but as an industry don’t do a good job of telling them. There are many opportunities with current and future funding to continue to conserve critical habitat in our province. If you have a conservation story to share, or a conservation idea you would like to discuss, please contact the EFP office to discuss: efp@nsfa-fane.ca

Farm & Workforce Development

The Farm and Workforce Development team has hit the ground running in 2023! We continue to work under the 5 themes laid out in our Strategic Plan:

- Connect to Farming
- Prepare Strong Farmers
- Manage Farms and People
- Automate and Innovate
- Grow in Diversity

Our Training and Awareness Coordinator has been hard at work, developing new items for **Career Promotion**. Our goal is to see agriculture careers respected, actively sought after and eagerly promoted throughout the province. We attend career and job fairs across the province, promoting agriculture careers in general, providing insight on pathways into agriculture and most recently, promoting specific jobs on behalf of our members. Our job bank, NSAgJobs, is actively promoted to those seeking employment in the industry.

www.nsagjobs.ca provides an opportunity for employers to post jobs in the agriculture sector and job seekers to see what's available in one spot. Employers can register and post their own jobs or email posting information to mells@nsfa-fane.ca to be included. The website is updated daily and shared widely with potential employees. When posting a job, be sure to include as much detail as you can and anything unique about your opportunity that might distinguish it from others. Being able to offer accommodations, flexible working hours or benefits will catch the eye of job seekers.

As part of our efforts to provide skills training and education that is relevant, practical and accessible, we have our 2023 Workplace Education courses currently underway. These courses are 40 hours in length and offered to the farming community for free thanks to funding from the Nova Scotia Department of Labour, Skills and Immigration. We have four courses running this winter: Financial Fundamentals Level 1, Proposal Writing, Communication for Supervisors Level 1 and Business Skills. These courses are offered in an online, synchronous format.

On our **SkillsPass** marketplace, you'll also find a library of useful courses, training and webinars available at no cost to NSFA members. You can access short, self-paced courses on Computer Literacy, Finance, Human Resources and much more. This platform also hosts the Farm Safety courses, previously accessed through the Farm Safety Nova Scotia website.

On SkillsPass, employers can create a private portal to track staff training and ensure employees are well equipped to help their business succeed. Individuals can have their certifications in one place to share easily. Check here for a list of courses available and get started at www.nsfa.skillspace.com

The **Farm Technician** trade is still in need of Journeypersons. In order for Apprentices to start the training process, we need Journeypersons in place to oversee their on-farm training. In lieu of going through the apprenticeship training, you can become a Farm Technician Journeyperson right away if you successfully challenge the exam and you have 5400 hours already in the trade. For example, someone who has 5400 verifiable hours spent as a herds person, can challenge the exam and if they pass, gain Journeyperson status. The fees typically associated with this process are waived until November 2023. If you would like to prepare prior to taking the exam, Dalhousie is offering a Refresher Course, open until April 30th. The refresher course is online, self-directed and should take 90 hours to

complete.

As we continue to encourage solid business practices within farms, we celebrated Farm Transition Appreciation Day On January 10th with book give aways and promotion of our **Succession Planning** resources. We ended the month with a presentation by Elaine Froese on "Finding Fairness in Farm Transition". If you're ready to get started on planning transition and farm succession, make sure you access our online planning tool, www.nsfarmsuccession.ca.

Striving to be an industry that embraces innovation and automation, we are focused on the promotion of **Continuous Improvement**. Our funded CI Project is starting to wind down with four projects currently in motion. We look forward to sharing the success of these projects and further promoting the benefits of applying continuous improvement practices on-farm.

In Nova Scotia, we are enriched by the diversity of our cultural communities. The **Bridge Into Agriculture** program, an online course offered to African Nova Scotians across the province, is running for a second time this March. Beginning on March 22nd, this program is an introduction to the basics of horticulture, starting from the planning of a garden and guiding participants through planting, maintenance and all the way to harvest.

As a part of the NSFA's support of this program, we facilitate farm tours for the participants. If you would like to volunteer to host a short farm tour for 15-20 people, please contact Caitlyn at: creeleman@nsfa-fane.ca.



Canadian Agricultural Safety Week

It's that time of year again – Canadian Agricultural Safety Week (CASW). While safety for our farming community is our priority every day of the year, CASW is a week long public awareness campaign.. It aims to empower farms, farm families and farm communities to build and grow, and lead the agricultural industry in safety and sustainability.

This campaign takes place every year during the third week of March. This year, CASW is happening **March 12–18** and the theme is “Your farm. Your family. Your success. Safety is our promise.” Here is how Farm Safety Nova Scotia is celebrating CASW this year!

Ag Safety Ribbons and Online Resources



Visit the Canadian Agricultural Safety Association's website: agsafetyweek.ca, to find virtual ag safety ribbons and more! The ribbon is a symbol to celebrate safe and strong families and way to declare your support for farm safety. Use the ribbon to start conversation. It is for all Canadians, not just farmers. You are encouraged to share this ribbon on your website, social media pages, and amongst any other electronic communications.

These ribbons are also available at the Nova Scotia Federation of Agriculture office in East Mountain as well as Tidal Tractor, Central Equipment and Green Diamond locations.

At Farm Safety Nova Scotia, we celebrate safe and strong farms year-round giving farmers the tools and resources they need to prevent incident and injury on farm. Follow the Farm Safety Nova Scotia social media channels (@farmsafetyns) for daily posts and links to resources found on our website, farmsafetyns.ca.

Celebrating Safety

Select equipment dealers across the province have once again offered 20% discounts on safety related items for the entire month of March! Make sure you pay a visit Tidal Tractor, Central Equipment, and Green Diamond! We would like to extend a heartfelt thank you to these partners for their on-going support for safe farming practices here in Nova Scotia.

Training Opportunities

Don't forget that all year long, FSNS members have access to free, online training. These courses include Pesticide Safety Awareness, WHMIS, Agriculture Road Safety and many more! Visit www.nsfa.skillspass.com to enroll. Farm employers can also create an account to assign and monitor training of their employees.

Farm safety is about more than being aware of hazards on farm. It is about engaging your family, your employees, and the broader farm community in conversations about the importance of farm safety. **Join us in committing to #FarmSafetyEveryday**

Farm Safety Nova Scotia: Ag Safety Week Events

Monday, March 13th

Discussion Panel – Natural Disasters and Agriculture

Hear from Safety Services Nova Scotia, Animal Health Canada and local farmers about best practices and real-life experiences on handling natural disasters on farm.

1:00-2:00pm

Location - Virtual

Wednesday, March 15th

Presentation - Overview of Occupational Health and Safety in Nova Scotia

Learn from an OHS Safety Advisor about your rights and responsibilities in the workplace.

1:00-2:00pm

Location - NSFA Office & Virtual

Friday, March 17th

Discussion Panel – Keeping Youth Safe on Farm

Hear from a 4-H representative, an OHS Safety Advisor and local farmers about their advice and experiences with keeping youth, both living or working on farm, safe.

1:00-2:00pm

Location - Virtual

To register for these events, please visit farmsafetyns.ca



Upcoming Events

March 1

CPANS Annual Meeting

March 1

Farm Tech Info Session (Antigonish)

March 2

Mental Health & Wellness in the Workplace

March 2

Transportation Guidelines for Farmers (Whycocomagh)

March 3

Farm Tech Info Session (Berwick)

March 7

EFNS Annual Meeting

March 7

Transportation Guidelines for Farmers (Antigonish)

March 9

Farm Tech Info Session (Virtual)

March 12-18

Canadian Agricultural Safety Week

March 13

Discussion Panel - Natural Disasters and Agriculture (Virtual)

March 15

Presentation - Overview of Occupational Health & Safety in Nova Scotia (Truro & Virtual)

March 17

Discussion Panel - Keeping Youth Safe on Farm (Virtual)

March 28-30

Dairy Focus Atlantic



7 Atlantic Central Drive
East Mountain
NS B6L 2Z2

Ph: 893-2293

Fax: 893-7063

Email: info@nsfa-fane.ca

Website: www.nsfa-fane.ca

@nsfafane

@nsfa

@nsfa_fane

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 provided by Central Support Line, a Member Assistance Program funded by Farm Policy Nova Scotia.



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NSFA News + Views is the Newsletter of the NS Federation of Agriculture, the voice of Nova Scotia's agriculture industry.

News + Views is provided free of charge to its members. We value comments and concerns from our members. Please direct them to Council members or Office Staff.