



Norfolk County Office of the Mayor

MINISTRY OF LABOUR, IMMIGRATION AND
TRADE SKILLS

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Where We're At

- Agriculture is a key pillar of Norfolk County's economy.
- The sector faces a growing labour shortage, impacting long-term sustainability.
- Norfolk seeks Ministry support to strengthen workforce development, focusing on immigration, skills training, and employer support.

What Norfolk is Asking

Attracting New Entrants to Farming

- Launch awareness campaigns to promote farming as skilled, innovative, and meaningful work.
- Develop apprenticeship and internship programs offering paid, hands-on farm experience.
- Implement upskilling initiatives to help seasonal workers transition to year-round roles in agriculture and agri-food.

Immigration and Pathways for New Canadians

- Create targeted immigration streams for newcomers with farming or skilled trade backgrounds.
- Improve coordination between immigration pathways and agricultural employers.
- Establish support programs for settlement, credential recognition, and language training tailored to agricultural work.

Support for Agricultural Employers

- Offer wage subsidies or tax incentives for hiring and training new or transitioning workers.
- Provide grants or cost-sharing for farms hosting training or mentorship programs.
- Streamline access to provincial labour market programs, especially for small- and medium-sized farms lacking HR capacity.