

National Agricultural Occupational Framework

The Canadian Agricultural Human Resource Council (CAHRC) has identified occupations and examined the classification of work in the primary agricultural sector. CAHRC held a series of focus groups with producers from across the country to gather information about the work performed in the production of various commodities. Producers also described the skills, knowledge, experience and training that are required for these occupations.

This information reflects the nature and scope of occupations in primary production and is meant to be used by the industry as a reference to build on as the sector evolves. Increasing our understanding of the nature of work on the farm will enable us to define the skills and to identify the training required for these occupations. This information will assist employers in attracting and retaining workers to meet the demand for on-farm labour.



COMMODITY GROUP		COMMODITIES	LABOURER	WORKER	SUPERVISOR	MANAGER	SPECIALIZED	OWNER/OPERATOR
Marine Plant & Animal Production	Aquaculture (Includes Finfish, Shellfish, Marine Plant and Other Aquaculture) NAICS 1125	Finfish	Farm Technician 1 & 2	Aquaculture Worker, Fish Farm Worker, Fish Farm Technician 3 & 4, Hatchery Worker, Hatchery Technician, Site Worker	Aquaculture Supervisor, Farm Assistant Manager, Hatchery Assistant Manager, Lead Hand	Aquaculture Manager, Fish Culture Manager, Fish Hatchery Manager, Production Manager, Senior Manager, Site Manager	Aquaculture Technician, Fish Hatchery Technician, Production and Environmental Researcher/Scientist (halibut, salmon), Fish Health Technician, Work Boat Operator, Agricultural and Fish Product Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)
Animal Production	Cattle (Includes beef and dairy) NAICS 1121	Beef	Assistant, Farm Hand, General Farm Labourer, Field Hand, Herdsman, Hired Hand, Pasture Rider, Pen Checker, Ranch Hand, Feedlot Assistant	Pen Rider, Feed Equipment Operator, Farm Equipment Operator, General Farm Worker, Calving Assistant, Pen Checker, Herdsman, Hired Hand, Pasture Rider	Animal Farm Husbandry Foreman/Forewoman, Animal Husbandry Foreman/Forewoman, Cattle Ranch Foreman/Forewoman, Cow Boss, Herdsman/Herdsman, Feedlot Foreman/Forewoman, Foreman/Forewoman, Livestock Foreman/Forewoman	Breeding Manager, Calf Rearing Manager, Feedlot Manager, Pasture Manager, Production Manager, Senior Manager	Artificial Insemination Contractor, Dehorning Service Contractor, Livestock Breeding Contractor, Herd Health Technician, Breeding Technician, AI Technician, Reproduction Technician, Genetic Planner, Agriculture Representative, Consultant, and Specialist, Agricultural Products Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)
	Poultry & Egg NAICS 1123	Broiler Chicken	Barn Labourer, Chicken Catcher, Farm Hand, Catcher, Livestock Labourer, Poultry Farm Labourer	Animal Worker, Farm Equipment Operator, Poultry Farm Worker, Poultry Production Worker	Animal Farm or Animal Husbandry Foreman/Forewoman, Farm Supervisor, Lead Hand, Poultry Foreman/Forewoman, Poultry Operations Supervisor, Poultry Supervisor	Poultry Manager	Poultry Technician, Machinery Mechanic, Agriculture Representative, Consultant, Specialist, Agricultural Products Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)
		Broiler Chicken Breeder	Chicken Catcher, Poultry Farm Labourer	Farm equipment Operator, Egg Gatherer, Egg Picker	Farm Supervisor, Foreman/Forewoman, Lead Hand	Production Manager, Poultry Manager		
		Turkey	Turkey Catcher, Farm Hand, Pheasant Farm Labourer, Poultry Labourer, Turkey Labourer	Farm Equipment Operator, Pheasant Farm Worker, Poultry Production Worker, Turkey Farm Worker	Farm Supervisor, Foreman/Forewoman, Poultry Operations Supervisor, Poultry Supervisor, Poultry Foreman/Forewoman, Turkey Farm Foreman/Forewoman, Turkey Farm Supervisor	Turkey Farm Manager, Farm Manager		
		Turkey Breeder	Farm Hand, Pheasant Farm Labourer, Poultry Labourer, Turkey Labourer	Farm Equipment Operator, Pheasant Farm Worker, Poultry Production Worker, Turkey Farm Worker	Farm Supervisor, Foreman/Forewoman, Poultry Operations Supervisor, Poultry Supervisor, Poultry Foreman/Forewoman, Turkey Farm Foreman/Forewoman, Turkey Farm Supervisor	Turkey Farm Manager, Farm Manager		
		Table Egg Chicken	Barn Labourer, Chicken Catcher, Egg Collector, Egg Collector, Farm Hand	Egg Handler, Farm Equipment Operator, Poultry Farm Worker, Poultry Worker	Foreman/Forewoman, Poultry Operations Supervisor, Poultry Supervisor, Poultry Foreman/Forewoman	Poultry Farm Manager, Senior Manager		
		Table Egg Chicken Breeder	Chicken Catcher, Poultry Farm Labourer	Farm Equipment Operator, Egg Gatherer, Egg Picker	Farm Supervisor, Foreman/Forewoman, Lead Hand	Production Manager, Poultry Manager		
	Swine NAICS 1122	Swine	Animal Care Labourer, Hog Farm Labourer, Pork Production Technician	Nursery Worker, Breeding Worker, Farrowing Worker, Grow-Finish Worker, Animal Worker	Hog Foreman/Forewoman, Hog Operations Supervisor, Hog Farm Supervisor, Swine Herdsman, Animal Farm Foreman/Forewoman, Animal Husbandry Foreman/Forewoman, Lead hand, Nursery Supervisor, Breeding Supervisor	Swine Farm Manager, Farm Manager, Livestock Manager, Breeding Manager, Farrowing Manager, Nursery Manager, Production Manager, Grower Manager, Senior Manager	Nursery Technician, Breeding Technician, Farrowing Technician, Grow-Finish Swine Technician, Agriculture Representative, Consultant, Specialist, Agricultural Products Technician, Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver	Farm Owner, Farm Operator (all commodities)
	Sheep & Goat NAICS 1124	Sheep	Assistant Shepherd	Lamb Feedlot Worker, Shepherd	Sheep Herdsman, Sheep Farm Supervisor, Lead Hand, Farm Supervisor, Agriculture Foreman/Forewoman	Sheep Farm Manager, Farm Manager, Livestock Manager, Feedlot Manager, Senior Manager	Dehorning Service Contractor, Sheep Shearing Contractor, Agriculture Representative, Consultant, Specialist, Agricultural Products Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)
	Other Animal (Includes bees, bison, elk, llama, alpaca, horses, rabbits, deer, fox, mink, etc.) NAICS 1129	Beekeeping	Apiary Labourer	Experienced Apiary Worker, Senior Apiary Worker	Apiary Supervisor, Apiary Foreman/Forewoman	Apiary Manager, Harvest Manager, Farm Manager, Beekeeping Manager	Apiary/Apiarist Technician, Beekeeping Technician	Farm Owner, Farm Operator (all commodities)
Plant Production	Crops (Includes grains, oilseeds, pulses, seed and fibre) NAICS 1111	Crops	Grain Farm Labourer, Field Labourer, Field Crop Labourer	Combine Operator, Crop Equipment Operator, Crop Sprayer Operator, Farm Machinery Operator, Grain Cart Operator, Grain Production Worker, Harvester Machine Operator, Irrigation Worker, Seeder Operator, Swather Operator	Crop Production Supervisor, Grain Crop Foreman/Forewoman, Irrigation Supervisor	Crop Manager, Grain Farm Manager, Manager Crop Production	Weed Control Services Contractor, Fertilization Services Contractor, Crop Duster, Custom Combine or Custom Harvester Operator, Farm Irrigating Systems Contractor, Planting and Cultivation Contractor, Seed Cleaning Service Contractor, Soil Preparation Contractor, Soil-Testing Contractor, Aerial Sprayer, Crop Scout, Specialist, Agricultural Products Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)
	Field Fruit & Vegetable NAICS 1112	Potato	Crop Labourer, Field Labourer, Grader, Harvester, Sorter, Packer, Picker, Pile Operator, Seed Cutter, Vegetable Labourer	Cultivator Operator, Farm Machinery Operator, Harvester Machine Operator, Vegetable Farm Worker	Field Lead Hand, Production Supervisor, Supervisor – Field Fruit and Vegetables, Vegetable Farm Lead Hand	Field Manager, Senior Manager, Vegetable Farm Manager	Weed Control Services Contractor, Fertilization Services Contractor, Crop Duster, Custom Combine or Custom Harvester Operator, Farm Irrigating Systems Contractor, Planting and Cultivation Contractor, Seed Cleaning Service Contractor, Soil Preparation Contractor, Soil-Testing Contractor, Aerial Sprayer, Crop Scout, Specialist, Agricultural Products Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)
	Tree Fruit and Vine NAICS 1113	Apple	Apple Picker, Fruit Farm Labourer, Line Labourer, Packer, Packing House Labourer, Sorter	Field Person, Fruit Farm Worker, Machinery Equipment Operator, Orchard Horticulture Worker, Orchard Worker	Supervisor, Foreman/Forewoman, Orchard Supervisor or Foreman/Forewoman	Orchard Manager, Farm Manager, Senior Manager	Fruit Tree Thinner or Pruner, Graftor – Orchard, Agriculture Representative, Consultant, and Specialist, Agricultural Products Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)
	Greenhouse, Nursery & Floriculture NAICS 1114	Mushroom	Mushroom Farm Labourer, Mushroom Harvest Labourer, Mushroom Packer, Mushroom Sanitation Crew, Mushroom Preparation Crew (Phase I, Phase II, Phase III)	Experienced General Labourer, Maintenance Worker, Mushroom Grower Assistant, Mushroom Harvester Worker, Receiver and Shipper	Assistant Superintendent, Superintendent, Supervisor Mushroom Compost, Supervisor Mushroom Grower, Supervisor Mushroom Harvest, Supervisor Mushroom Packer	General Manager Mushroom Production, Chief Operating Officer	Spawning Specialist, Agriculture Representative, Consultant Specialist, Agricultural Products Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)
		Turf	General Labourer	Experienced General Worker	Assistant Superintendent, Superintendent, Assistant in Training	Chief Operating Officer, General Manager, Superintendent	Agriculture Representative, Consultant, Specialist, Agricultural Products Inspector, Heavy Duty Equipment Mechanic, On Farm Truck Driver, Biological Technologist and Technician, Biologist and Related Scientist	Farm Owner, Farm Operator (all commodities)

National Agricultural Occupational Framework

Legend



	LABOURER	WORKER	SUPERVISOR	MANAGER	SPECIALIZED	OWNER/OPERATOR
Definition	Assists with Activities	Performs Activities	Supervises Activities	Manages Activities	Performs Specialized Activities	Manages and Performs Specialized Activities
Description	<ul style="list-style-type: none"> ▶ Assists with activities relating to: <ul style="list-style-type: none"> • Planting, cultivating, and harvesting crops • Growing, raising, and harvesting livestock • Growing, raising, and harvesting marine plants and animals. ▶ May operate farm machinery ▶ Fully supervised ▶ Acquires skills and knowledge through on-the-job training ▶ No formal educational requirements ▶ No prior farm experience required 	<ul style="list-style-type: none"> ▶ Performs activities relating to: <ul style="list-style-type: none"> • Planting, cultivating, and harvesting crops • Growing, raising, and harvesting livestock • Growing, raising, and harvesting marine plants and animals ▶ Operate farm machinery and equipment ▶ Require minimal or no supervision ▶ No formal education requirements ▶ Acquires skills and knowledge through on-the-job training, formal training, and experience 	<ul style="list-style-type: none"> ▶ Supervises activities relating to: <ul style="list-style-type: none"> • Planting, cultivating, and harvesting crops • Growing, raising, and harvesting livestock. • Growing, raising, and harvesting marine plants and animals ▶ No formal education requirements ▶ Acquires skills and knowledge through a combination of on-the-job training, formal and informal training, and experience 	<ul style="list-style-type: none"> ▶ Manages activities relating to: <ul style="list-style-type: none"> • Planting, cultivating, and harvesting crops • Growing, raising, and harvesting livestock. • Growing, raising, and harvesting marine plants and animals ▶ No formal education requirements ▶ Acquires skills and knowledge through a combination of on-the-job training, formal and informal training, and experience 	<ul style="list-style-type: none"> ▶ Could include supervisory responsibilities ▶ Previous experience in specialty desirable ▶ Specialized knowledge/skills required ▶ On-the-job training provided; may have specialized training ▶ No supervision required 	<ul style="list-style-type: none"> ▶ Supervisory responsibilities ▶ Decision maker ▶ Extensive experience required ▶ Industry-related and management knowledge/skills required ▶ May have science, business or agriculture post-secondary education ▶ No supervision required but may report to a Board of Directors
2011 Associated NOC Codes	8611, 8612, 8613	8431, 8432	8252, 8255	0821, 0822, 0823	2121, 2123, 2221, 2222, 2225, 7312, 7511, 9465	0016, 0821, 0822, 0823
2016 Associated NOC Codes	8611, 8612, 8613	8431, 8432	8252, 8255	0821, 0822, 0823	2121, 2123, 2221, 2222, 2225, 7312, 7511, 9465	0016, 0821, 0822, 0823