

**ONTARIO RURAL
RESEARCH AND SERVICES COMMITTEE
(ORRSC)**

**2003 ANNUAL REPORT
TO**

**ONTARIO AGRICULTURAL SERVICES
COORDINATING COMMITTEE
(OASCC)**

JANUARY 31, 2004

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EXECUTIVE SUMMARY

This is the fifth annual report of the Ontario Rural Research and Services Committee (ORRSC). In 2002, ORRSC set priorities for rural research and services for the 03-07 period. In 2003, there was a review and confirmation of the priority areas, and an updating of the current issues and information needs within those priority areas.

The priority areas, in order of importance in 2003 (for 2004) are:

- A. **Environmental Sustainability:** The need to understand environmental impacts of rural economic development by: analyzing the extent of integration of environmental concerns in local municipal policy; determining the degree of environmental sensitivity in community development; and examining models of development where environmental concerns are part of the equation.
- B. **Immigration/Migration:** The need to identify, understand and apply appropriate models of successful rural immigration with particular emphasis on marketing rural communities to attract immigrants.
- C. **Labour Force Development:** The need to address projected shortages in the quantity and quality of the rural labour force by understanding: factors affecting workers' decisions to locate; the relationship between demographic shifts and labour-force development needs; predictive models of future labour structures; and, the factors which attract industry investment and how these factors affect community development.
- D. **Community Capacity:** The need to understand models or approaches directed toward engaging citizens in community building through: assessing leadership skills development resources; examining organizational capacity; exploring urban-rural linkages; and understanding the impact of volunteer and youth development programs.
- E. **Rural Innovation:** The need to identify barriers and enhancements of innovation through understanding: social and cultural attitudes; the affect of economic clustering; locational factors; and institutional and community context in rural places.
- F. **Services:** The need to understand, through regional research collaboration, existing delivery models for social, recreation, health/wellness, municipal and business services in rural communities by comparing and assessing according to the following indicators: rural specificity, sustainability, accessibility, and extended support.

INTRODUCTION

The Ontario Rural Research and Services Committee is one of several committees created under the umbrella of the Ontario Agricultural Services Coordinating Committee system. The committee undertook a comprehensive visioning exercise in June 2002. The four-year strategic directions report was presented to OASCC in January 2003. This is the fifth annual report of the Ontario Rural Research and Services Committee and sixth year of operation as a committee.

The committee membership is a cross section of rural stakeholder organizations, the research community and three levels of government. For example, The Ontario Rural Council (TORC) is a member of the committee. TORC represents over 40 member organizations and is a catalyst for rural dialogue, collaboration and action. They host three issue forums and one conference annually. At each of these venues, research and information needs are profiled.

MANDATE

The Ontario Rural Community Development Research and Services Committee (ORCDRSC) was established in the fall of 1998. It was renamed the “Ontario Rural Research and Services Committee” in the fall of 1999.

The mandate of the Ontario Rural Research and Services Committee is to identify and prioritize future research and service needs that affect the sustainability of the economic, social and environmental conditions of rural Ontario as determined by Ontario rural stakeholders.

Membership includes:

- rural community development practitioners
- three levels of government (municipal, provincial and federal), and
- researchers.

Goals are:

- to assess and establish priorities for rural economic development research and service programs
- to communicate and discuss on-going rural research with respect to objectives, procedures and results
- to recommend institutions which, or individuals who, could effectively be responsible for particular research and service needs
- for members to be responsible for gathering research and service needs of the organizations that they represent
- to liaise with the Agricultural Economics and Business Research and Services Committee for greater effectiveness and efficiency, and to report annually to OASCC summarizing the prioritized needs for rural research and recommendations on resource use and allocations.

SECTOR SCAN

Major Accomplishments Last Year

Management of the rural research priority setting functions and the ORRS Committee was transferred to the Ministry of Municipal Affairs from the Ontario Ministry of Agriculture and Food through a Service Level Agreement in the spring of 2003. This reflects the transition of the rural affairs mandate from OMAF to MMA. Staff in the Rural Development Policy Branch in the Rural Development Division of MMA continue to work with the Innovation and Risk Management Branch at OMAF and report to OASCC through the same reporting structures.

The Sustainable Rural Communities Research Program approved 10 new projects for the 2003-2007 research cycle (see appendix A).

The New Directions Research Program approved two projects for 2003 (see appendix B)

The Sustainable Rural Communities Program arranged a presentation of three research projects to government and university representatives on December 12, 2003. Dr. Belinda Leach and research student presented the preliminary work on a new project "*Rural automobile parts plants and community sustainability*". Dr. Mary Robertson's new project, "*A framework for innovative rural communities*" preliminary work was presented by Eleanor Humphries, a research associate, in Dr. Robertson's absence. Dr. John Fitzgibbon presented the final results of his research project "*Managing Rural Communities in the New Millennium*".

The Rural Landscape

Demographics and Population Changes

Ontario's population is approximately 11.5 million. 4.5 million people or 39.3 percent of the population live in rural areas and towns with less than 100,000 people within large urban areas.¹ Although the rural population in Southern Ontario is growing, the overall proportion of rural to the overall population in Ontario has declined by 1% over the last decade.

Rural Ontario's population will continue to grow in the next quarter century, but it will age considerably and the proportion of young people will decline significantly.² The proportion of Ontario working population composed of people aged 15 to 64 will decrease during the next two decades from 66.2 percent in 2000 to 63.1 percent in 2026. Decreasing youth and labour force populations mean rural communities will face the challenges of retaining and attracting youth and a skilled labour force and providing essential services for an aging population.

¹ Based on the definition of rural for the Rural Economic Development (RED) program.

² Based on Ministry of Finance population projections from 2000-2028.

An aging labour force in rural communities will result in a decrease in the “potential support ratio” – the number of working age people per seniors. Projections show that the dependency ratio will increase to 52 in 2021 and 58 in 2028, primarily due to an increase in population over 65 years of age.

Rural Ontario’s projected decline in youth population aged 15-29, decrease in labour force population and increase in senior population aged 65 and over, will present a challenge for rural communities to sustain their economies and provide essential services.

Economic Factors

Private-sector forecasters expect Ontario’s economy to grow by 1.8% in 2003, 3.1% in 2004 and average 3.4% over the 2005 to 2007 period. The pace of growth is expected to be slower than the 1996-2000 period, when real growth was more robust, averaging close to 5% per year.

Occupation and Employment

Primary production, mining, and occupations unique to processing, manufacturing and utilities are more prominent in rural areas than in urban. Employment in primary industries (e.g. agriculture and mining) accounted for nearly 6% in total occupation in rural southern Ontario in 2001 and is expected to continue to drop. The non-farm population of rural Ontario represents 94.7% of the total rural population in 1996. Net farm income accounted for only 35% of the total farm family income in 1997.

Rural Ontario continues to diversify in their occupations and provide employment opportunities similar to ones offered in major urban areas. Management occupations also increased across the province by 31.1% and by 31.5% in rural southern Ontario alone. If this trend continues, rural southern Ontario will continue to experience a change in occupations that reflects that of the entire province and will be better positioned to offer viable job opportunities to youth and skilled professionals.

Labour Force

The knowledge-based economy is creating a demand for a more highly skilled and adaptable workforce. Employment growth will continue to be highest for those with post-secondary education and in knowledge-based occupations. Rural Ontario is and will be facing the same or similar critical skilled labour shortages as Ontario as a whole.

People available or potentially available for work, in high demand sectors, are found in only three sources: new post-secondary graduates, immigration and the current adult labour pool (including seasonal offshore labour). Ontario receives about 100,000 immigrants annually and only a very few settle outside of the GTA, Ottawa, and other large urban centres.

Infrastructure

Municipalities are responsible for maintaining and enhancing much of Ontario's public infrastructure (water and wastewater systems, roads, bridges and telecommunications) and complying with new standards. Many municipalities across the province have aging infrastructure needing to be replaced or upgraded to reflect economic growth priorities, new standards and regulations and demand for services. For municipalities in rural Ontario, fiscal capacity to maintain and improve infrastructure has been particularly challenging.

Telecommunications

Telecommunication infrastructure, which targets improved access to, and dissemination of information, remains key to Ontario's prosperity in a knowledge-based economy. There is a challenge of ensuring participation of northern and rural communities.

Energy

With electricity market changes such as the phase out of coal-fired electricity, rural communities are in a position to explore and implement a diverse portfolio of alternative energy options; for example, renewable and alternative energy, including water, solar and wind power developments, bio-diesel, ethanol and other emerging technologies.

Community Factors

Rural residents identify strongly with their rural community and region. They want their community to be a good place for their family to live and work. Essential services include health care and education.

Rural Health Care

Many people in both rural and urban areas are without family physicians and their communities are considered "under serviced." The vast majority of under serviced communities are rural. In order to address this shortage 121 communities (32 northern, 89 southern) have been designated eligible for the Underserved Areas Program by the Ontario Ministry of Health and Long-Term Care (MOHLTC). These communities require 676 general or family physicians (118 in the north, 458 in the south). Primary care reform activities and increased utilization of nurse practitioners across Canada are attempts to mitigate the effects of a limited supply of physicians. Technology is also playing a large role in bringing resources and services to rural and remote areas; these include programs such as telemedicine, tele-health, and operations being performed from a distance.

Education

Public education in rural and northern Ontario is experiencing the effects of declining birth rates. One outcome will be pressures on school boards to manage excess school capacity. This can be expected to be most critical in northern and eastern Ontario where decline in birth rate is combined with a larger general population decline due to out-migration. School closures are resulting in longer distances and commute times for students to get to school. This increase in time, distance and cost is and will continue to

be a priority concern for many rural communities. Communities value a school as an attraction to investors and new families.

Volunteerism and Community Capacity

The current challenges to the sustainability of the volunteer sector include: increased demands for services; the need for sophisticated fundraising efforts to maintain the organization; developing the skills of proposal writing and preparing business plans with few or no staff; limited capacity (financial or human) to recruit, train and retain volunteers, and develop leadership skills; burnout and succession planning. Volunteers add capacity to all sectors in a community.

Culture and Heritage

Cultural and heritage resources create a foundation for diversity and vitality in Ontario's rural communities. Often there is a reliance on volunteers to organize and deliver services such as libraries, and arts, cultural and heritage activities. These events often generate tourism and economic benefits for communities.

Environmental Factors

Water Quality and Quantity

Ensuring Ontarians have access to clean and safe drinking water is an important principle for new water and rural well regulations in Ontario. Nutrient management and prevention of the contamination of ground and surface water is a major priority. Since rural areas have the majority of Ontario's groundwater supplies, recharge areas and fresh water sources, rural communities and the agriculture sector in particular need to respond to new policies and ensure they meet new provincial requirements and standards.

Waste

Waste management is becoming a high profile issue as landfill sites reach capacity, waste diversion targets increase and there is a demand for alternative waste management systems. Rural communities that have approved landfill sites will be faced with decisions on absorbing waste from other areas, particularly the Greater Toronto Area (GTA).

Land Use: Natural Features and Resources

Rural residents are closely linked to their surrounding environment and how the land is used is an ongoing concern especially as large urban centres continue to grow and encroach on rural areas. Managing the interface of rural and urban issues around environmental protection and resource management will be an increasing challenge as many urban residents move to rural areas where natural features and resources continue to be in high demand, along with traditional rural businesses.

RURAL RESEARCH AND SERVICES PRIORITIES

Current 4-Year Priorities

In 2002, the Committee set the following priorities for the 2003-2007 cycle of rural research and services:

- A. **Labour Force Development:** The need to address projected shortages in the quantity and quality of the rural labour force by understanding: factors affecting workers' decisions to locate; the relationship between demographic shifts and labour-force development needs; predictive models of future labour structures; and, the factors which attract industry investment and how these factors affect community development.
- B. **Environmental Sustainability:** The need to understand environmental impacts of rural economic development by: analyzing the extent of integration of environmental concerns in local municipal policy; determining the degree of environmental sensitivity in community development; and examining models of development where environmental concerns are part of the equation.
- C. **Services:** The need to understand, through regional research collaboration, existing delivery models for social, recreation, health/wellness, municipal and business services in rural communities by comparing and assessing according to the following indicators: rural specificity, sustainability, accessibility, and extended support.
- D. **Immigration/Migration:** The need to identify, understand and apply appropriate models of successful rural immigration with particular emphasis on marketing rural communities to attract immigrants.
- E. **Community Capacity:** The need to understand models or approaches directed toward engaging citizens in community building through: assessing leadership skills development resources; examining organizational capacity; exploring urban-rural linkages; and understanding the impact of volunteer and youth development programs.
- F. **Rural Innovation:** The need to identify barriers and enhancements of innovation through understanding: social and cultural attitudes; the affect of economic clustering; locational factors; and institutional and community context in rural places.

The 2003 Review:

- The committee members presented the new and emerging issues and information needs of their respective organization.
- The committee reflected on the current priorities.
- Some changes were made in the priority of research areas.

- Some suggestions were made for additional broad foci within the existing research areas.
- The committee confirmed the priorities.

Emerging Challenges Related to the Priorities

A. Labour Force Development

Emerging challenges are in areas of employment, skills development and investment attraction. In the area of employment, the greatest focus was on alternative work arrangements and accommodation for child care/daycare, and the level of wages. Skills development was identified as a broad need which includes local access to (re)training and improving the entrepreneurial capacity along with vocational training and apprenticeships for youth. Attracting investment in a rural community was thought to be related to service levels, transportation, child care/safety etc. Questions were raised about the relationship between labour force development and technology.

B. Environmental Sustainability

Discussion in this category centred around opportunities to mitigate the impact of agricultural practices and urban sprawl on the environment and the cost of compliance with recent regulations relating to environmental protection.

Seeking the common point between rural and urban was seen to be more important now than one year ago because of new political direction. Principles of Smart Growth were supported, especially within the area of transportation and environment. The cost of compliance with new safety and security regulations around food, water and energy were seen to be 'hot' issues, particularly the water upgrade affordability for small communal operations in rural communities. Agriculture was identified only one of several sectors affected by the regulations. Implementation of the updated provincial policy statement could address these hot issues in a broad way.

C. Services

Opportunities exist to set strategies and best practices, including policy setting, to address the issue of accessibility.

Best practices was thought to be one way to evaluate successes in rural communities, taking into consideration regional and community differences. In health, and education there is an opportunity to evaluate impact/changes over last few years. Indicators need to be chosen very carefully. With the decrease in population density there is an increase in the need for accessible services. Paradoxically, the availability of services affects migration, as does the shortage of healthcare professionals. The decrease in student population results in and is sometimes perhaps a result of limited curriculum choices.

D. Immigration/Migration

Strategies for attraction include addressing cultural differences and needs and relate to labour force development and community capacity issues.

Labour issues include the lack of skilled labour for some sectors and the importance of the off-shore labour force for the agriculture sector. There is a need to assist with qualifications recognition in Canada/Ontario. For example, a number of foreign doctors and engineers are available but their qualifications are not recognized by Canadian professional associations. There is a need to reverse the trend of skilled workers from rural being lured to urban areas because of opportunities , money and lifestyle.

Cultural issues include the need to shift the social mindset for welcoming and assimilating newcomers, the need to know where and why immigrants settle in rural and how other jurisdictions have accommodated the need for language and culture needs in delivery of services.

Attraction strategies were thought necessary to deal with migration/out-migration and to encourage or attract young people to work and stay in rural (eg. apprenticeships, guidance, promoting local employment opportunities). Promoting the advantages of rural, addressing housing quantity and quality, and compensating for the difference in available services were all identified as opportunities to attract migration to rural areas.

E. Community Capacity

Community capacity has many different meanings, making it difficult to address.

Funding was thought to be crucial for supporting innovation. The opportunity to identify practical steps for a community to use research was also highlighted. Leadership development was linked to roles of other rural institutions, the voluntary sector and community identified champions. Entrepreneurship, particularly youth entrepreneurship was thought to be key in developing capacity. Fundamental principles are the need to broaden beyond economic development to social, cultural, environmental dimension of the rural community and deal with the issue holistically.

F. Rural Innovation

Innovation was considered by the SRC program director as being a cross-cutting issue affecting all the other categories.

The 2003 Research Priorities

Following a discussion about new and emerging issues, the committee re-ordered the existing priorities. The chart below illustrates the changes from last year's priorities.

PRIORITIZING THE RESEARCH TOPICS	
2002 Research Priorities	2003 Research Priorities
A. Labour Force Development	A. Environmental Sustainability
B. Environmental Sustainability	B. Immigration/Migration
C. Services	C. Labour Force Development
D. Immigration/Migration	D. Community Capacity
E. Community Capacity	E. Innovation
F. Innovation	F. Services

Further discussion revealed some additional perspectives which have the potential to affect one or more of the research topic areas.

1. Is there a rural policy in Ontario?
2. Where is the gender perspective or lens? It needs to be applied across all the issues (women, children, young men)
3. Social inclusion means attending to the needs/perspective of minority groups (Aboriginals, the disabled etc).
4. Wellness...nurturing, nutrition and obesity
5. The technology factor

Appendix A:

LIST OF SUSTAINABLE RURAL COMMUNITIES RESEARCH PROJECTS 2003

Project #	Project Title	Researcher	Length of project	Project Description
25951	Ontario Farmland Conservation Research Program: Policy Options for Conserving Farmland and Rural Communities	Stew Hiltz and Wayne Caldwell, SEDRD	2 yrs	This research has the basic objective of identifying, recommending and implementing strategies to assist with the protection of Ontario's agricultural resource of agricultural production. It will also help the rural and agricultural community to understand the broader patterns of urban and rural development occurring in Ontario. It will make connections to Ontario's "Smart Growth" initiative. Research deliverables include an evaluation of alternate tools for the protection of farmland (Canadian, American and U.K.); specific proposals to the provincial government for appropriate tools and legislation; analytical report on patterns of farmland loss in Ontario; analytical report on the impact of rural non-farm landowners on farmland conservation and the rural community; an annual provincial gathering to share and evaluate issues and tools for farmland preservation and an operating farmland trust with initial projects complete.
25959	Rural Immigrants in Ontario: Labour Force Development, Settlement and Community Services	Harold Bauder, Geography	1 yrs	The research findings will inform provincial policy makers about the role of immigrants in the labour force of rural Ontario. Furthermore, it will provide decision makers with recommendations of how this role can be strengthened. To be useful to municipal policy makers, the project will focus on local differences between rural communities throughout the province. The results will be used to develop strategies to strengthen the rural labour force. In particular the agricultural and service sectors can benefit from an influx of skilled and motivated immigrants.
25974	Conflict Resolution in Rural Ontario: Responding to the Intensification of Agriculture	Wayne Caldwell, SRPD	2 yrs	This research has the basic objective of identifying best practices in the management of conflict associated with the intensification of agriculture. It shall apply principles of community development to enhance capacity to address issues of environmental and rural sustainability. In this context the research will be of assistance to communities, farmers, farm organizations, planners, policy makers and local government. Specific objectives include: to identify "best practices" for local conflict resolution by documenting and analyzing the success of current initiatives; to document and analyze the experience of the farm community with the Ontario Municipal Board and the Normal Farm Practices Protection Board; to evaluate the opportunity for local committees to assist in mediating disputes as envisioned under Bill 81 - The Nutrient Management Act; to develop a manual and related training materials to assist local initiatives to establish committees to mediate agricultural disputes; to develop materials to assist farmers with processes of conflict resolution (participating in local conflict resolution and more formal hearings (such as the OMB and FPPA) and to deliver a number of workshops designed to build capacity within local communities to more adequately address conflict.

Appendix A continued:

LIST OF SUSTAINABLE RURAL COMMUNITIES RESEARCH PROJECTS 2003

Project #	Project Title	Researcher	Length of project	Project Description
25982	Toward more inclusive and productive communities: The investigation of social service provision	Donald Reid SED RD	1 yr	This project will focus on the examination and analysis of social service delivery systems at the rural community level. Responsibility for many social services has been transferred to the local level from sr. level governments over the recent past thus requiring an in-depth examination of how these social services are organized and delivered. Objectives include but are not limited to: investigate rural social service provision models and their ability to reintegrate marginalized individuals into the rural community and determine the barriers and/or limitations preventing integration into the rural labour force.
25988	Agricultural Labour Markets in Ontario: the Role of the Seasonal Agricultural Worker's Program in an Expanding Provincial Economy	Kerry Preibisch, Sociology and Anthropology	1 yr	This research will: inform Municipal, provincial and federal governments about agricultural labour markets and the role of offshore labour, as well as potential policy options; expand academic knowledge by bridging important gaps in the existing literature on rural and agricultural labour markets and trans-national migration; involve and inform local farmers, trades associations and relevant community organizations.
26009	Rural Automotive Parts Plants and Community Sustainability	Belinda Leach, Sociology and Anthropology	2 yrs	This research will: map automobile parts plants in specified Southern Ontario rural communities; discover the factors that attract parts plants to specific localities; document the labour force characteristics sought and found; make a preliminary assessment of the capacity of rural communities to meet the needs of auto parts plants and assess the capacity of the plants to play a meaningful part in sustaining rural communities.
26012	Industry and Community Internships for Horticultural Students	Ken Nentwig, Ridgetown College	2 yrs	This research will: develop an outline of numbers of available students, programs and accreditations; determine the needs of the industry in terms of skills and related groupings of skills; propose Internship programming for the horticulture industry in Ontario's post-secondary institutions, for accreditation and administration by OHEC; monitor the progress of the program(s) as they progress; report on and evaluate the success of the programming.
26049	Working Group: Rural Supports and Work/Family Integration	Linda Hawkins, Centre for Families, Work and Wellbeing	2 yrs	The research objective is to look at rural service delivery through the lens of an integrative work/family perspective and to identify issues, share information, make recommendations and move ideas and recommendations forward into research proposals and/or action. This will be achieved by: creating an ongoing sustainable rural research working group, which serves as a model of effective collaboration between researchers and rural and community partners; undertaking a comprehensive review of the literature on rural service models in Ontario to identify other disciplines that may discuss issues related to work/family; identifying supportive service models for work/family balance, and note compensatory practices that may serve to fill the gaps in service delivery; developing three proposals per year addressing rural service need; sharing and communicating information to others through written, oral and visual means and integrating information into the development of facts sheets and disseminating it to the greater community.

Appendix A continued:

LIST OF SUSTAINABLE RURAL COMMUNITIES RESEARCH PROJECTS 2003

Project #	Project Title	Researcher	Length of project	Project Description
26091	A Framework for Innovative Rural Communities	Tony Fuller, SEDRD & Mary Robertson-Lacroix	2 yrs	(year one) This research will: develop an inventory of innovative and prosperous Ontario rural communities; develop a definition of innovating communities; develop a draft framework for the 'new rural' in Ontario that identifies distinguishing characteristics of innovative rural communities and highlights the 'tipping points'; identify preliminary policy implications in relation to building capacity for innovation within rural communities. (year two and three) This research will: finalize the framework for the 'new rural' following further testing of initial findings; prepare resource and training materials based on the conclusions drawn from the study and implement a comprehensive dissemination strategy targeting rural organizations, communities, policy makers and educational institutions.
26092	The Impact of Environmental Management Systems on Agriculture and Environment in Ontario	John FitzGibbon, SEDRD	2 yrs	This research will: analyse structure, content and processes for implementation of 2 key stewardship programs (EFP, Permanent Cover) and 2 key regulatory programs (Nutrient Management, Pesticide Safety); review program evaluations and manual reports to assess the achievement of activity and outcomes that have been documented; develop a survey instruments (semi-structured interviews) to assess the impacts of these programs in terms of social, economic and environmental effectiveness; interview farmers concerning their assessment of the impacts of the programs; interview program managers and regulators concerning impacts of the programs; interview non-farm interest groups concerning the impacts of the programs; develop an assessment of the impacts of these programs; develop a model for impact assessment of farm environmental management systems and finally, develop a model for that links regulatory programs in support of voluntary stewardship programs.

Appendix B:**LIST OF NEW DIRECTIONS RESEARCH PROGRAM PROJECTS**

Project #	Project Title	Researcher	Project Description
SR9139	The Aging of Ontario's Rural Entrepreneurs: Succession Planning Practices and Policy Implications	Carolyn Pletsch , OATI Learning Group	This project will produce a current demographic profile of small farm business owners and entrepreneurs in Ontario. It will assess, identify and describe attitudes, current succession strategies, issues and challenges, gaps in strategies, government policies, non-governmental response to succession issues, and other jurisdictional practices. The project will contribute to the agri-food and rural sectors in Ontario by providing current information and analysis of a growing rural Ontario issue so as to facilitate proactive policy implementation, address barriers, identify potential solutions and reduce rural community social stress related to the uncertainty associated with an aging workforce.
SR9140	Economic Assessment of Future Labour Demand Needs in the Ontario Agri-Food Sector	Dr. J.Cranfield , Ag Ec and Business	This project will quantitatively assess key labour issues in different sub-sectors of the Ontario agri-food sector and determine the quantitative impact of these issues on labour demand within these sectors. It will also develop an economic framework for measurement of the impact of changes in factors affecting the demand for labour and the cost benefit of changing labour demands in sub sectors of the Ontario agri-food sector.

Appendix C:

LIST OF MEMBERS, ONTARIO RURAL RESEARCH AND SERVICES COMMITTEE 2003

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