

AGRIFOOD
SKILLS AUSTRALIA



AgriFood Skills Australia

Regional skills development....
community and industry as partners

AgriFood industry snapshot

- accounts for around 880,000 jobs
- generating \$240 billion p.a.
- capacity to produce food for 60 million people
- accounts for about 20% of Australia's export earnings
- critical lifeblood of rural and regional Australia
- Covers 60% Australia's land mass
- 96% of enterprises are small businesses

2010 Environmental Scan





Key regional skills, workforce development and industry priorities

1. Attracting workers to the regions
2. Adoption of higher level skills across the workforce
3. Adoption and diffusion of new research, practice and technology
4. Workforce retention and skills utilisation



Community and industrya vital partnership

Outcome of the 2009 Jobs Summit

- North West Advisory Group – industry and community support integral to success
- Strategic support from a wide cross sector of business, community and agencies
- Dedicated local person to promote and implement *Make It Work* objectives



North West Advisory Group

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SOUTH AFRICA



Develop new and sustainable approaches to securing, developing and retaining the workforce now and into the future

- Cross industry skills development strategy – assess skill needs, improve skills utilisation
- Promote local career opportunities to young people especially school leavers
- Retention of existing workers
- Seasonal skills demand calendar



Employer of Choice - goals

AGRIFOOD
SMALL BUSINESS



“Put a good person in a bad system and the bad system wins, no contest”.

- confident, motivated and skilled individuals who, who know best how use them and are happy in their role
- workplaces that provide meaningful encouragement, opportunity and support
- increased performance and productivity, improve job satisfaction and employee well-being, and stimulate investment, enterprise and innovation



AgriFood Industry Cadetships

- Potential to revitalise rural and related career opportunities in rural and regional Australia
- Early engagement – start Year 9 & 10 students
- Provides a link between school/vocational education and training to higher education
- Promotes industry credibility/commitment to principals, teachers, careers advisers, parents and students
- AgriFood working this year with wide range of stakeholders to develop a model

Overview of issues

Environmental Scan 2010 - taking the temperature of industry and its constraints for productivity growth

- **Recurring themes getting stronger and louder over last three years:**
 - Attraction of workers to the regions
 - Adoption of higher level skills across the workforce
 - Adoption and diffusion of new research, practice and technology
 - Workforce retention and skills utilisation
- Issues of **skills and labour are inextricably linked** in the regions. So too must be the solutions
- Heading into a **defining period for the workforce** '*comparable to the great industrial and agricultural revolutions*'. Industry now ready for:
 - a 'step change' in how our *regions* work
 - how co-located *industries* must work together
 - how individual *enterprises* must change to drive sustainable productivity growth
 - ... and the absolute urgency of higher level skills for *individual employees*



Some key developments

- Development of **robust skilled labour pools** in the regions
- Attraction of wide range of **higher skilled new entrants** through new para-professional pathways and incentivisation of specific university courses
- Creation of sophisticated, **world class employment practices** in regional Australia to lift retention, drive skills utilisation and productivity
- Creation of **higher skilled existing workers** to deliver on major challenges of climate change, sustainable practice, biosecurity and burgeoning market for fibre and food
- Development of **rapid diffusion networks** to deliver new knowledge and practice emanating out of Australia's research programs into regional Australia

Sustainable economic growth of regional Australia