

## 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

#### SUSTAINABLE ECONOMIC GROWTH OF AGRIFOOD INDUSTRIES THROUGH WORLD CLASS CAPABILITIES

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xis Negotiate formal articulation arrangements. between WT and higher education

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to Build employer capabilities in Job design, effective work organisation and notice of temployer of diam'r.

so Drive formal recognition of workers' existing white:

so Instill career and skill pathways within and across sectors.

ico Promote contemporary. science and technology focused industry image

to increase and promote pathways. into industry.

to Build supplicable. grass roots. repionally based skills eco-systems

are identify and promote industry champions, experts and intermediaries.



## Key regional skills, workforce development and industry priorities

- Attracting 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





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



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

"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 wellbeing, 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 paraprofessional 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