

























VICTORIA DROUGHT RESILIENCE ADOPTION AND INNOVATION HUB Horticulture Skills Capacity Framework to Build Resilience and Skills Retention

Drought project skills passport

Letters of support

Regional Development Australia

Interviews with industry peak bodies



RM Consulting Group undertook the project

Project Reference Group

Desktop review

Interviews with support organisations

Interviews with industry peak bodies

Interviews with skills organisations

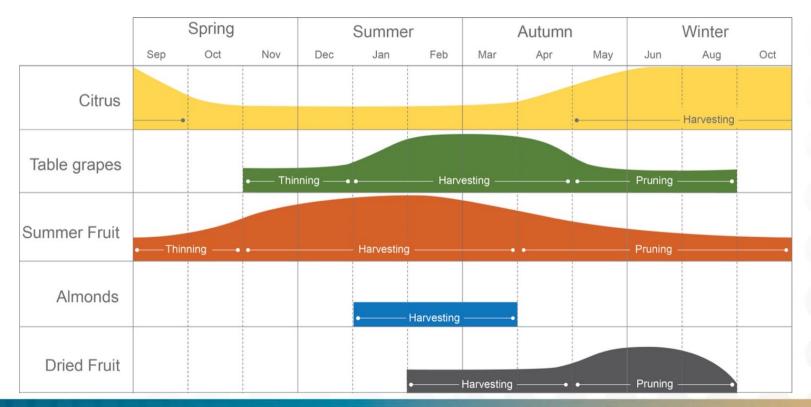
Report and recommendations



Skills Required

| GENERAL | BEHAVIOURAL | TECHNICAL |
|---|--|--|
| Appropriate VISA English Willingness to work in regions Understanding of Australian culture and communications Worker Health and Safety Chemical usage | Reliability Punctuality Positive work ethic Self-motivated Willingness to learn Energetic and interested Honest/trustworthy Problem solving Interactions with others Interpersonal skills Communication skills Alignment with workplace culture | Mechanical Forklift and tractor drivers Harvest machine operators Agronomic Pickers and pruners Farm hands Irrigation operators Fertiliser operator Pest and disease scouts/sprayers Processing Packing shed operators Supervisors Packers/graders Electricians, fitters and turners Engineers |

Peak Times for Labour across the year





Relevant Existing Schemes

Tasmanian Ag Card

Online

Primary Employers Tasmania (NFP)

Pre-farm induction WHS and human resources

2 parts – Ag Card Safe Farming and Ag Card Human Resources

FarmReady Hub and FarmReady Card

Queensland Gvt funded, Rural Jobs and Skills Alliance administered

Online website and app

Micro-credential (informal)

Digital skills passport for employee

Extra holistic support



Proposed model

EMPLOYER BENEFITS

FEATURES OF A COMPETENCY FRAMEWORK

EMPLOYEE BENEFITS

- Improving WHS
- Reducing organisational risks

Induction

- Direct link to accredited or non-accredited induction course
- Preparation for working on a farm
- Improving WHS
- Set expectations for farm work

- Smoothing process of onboarding staff
- Reducing organisational risks
- Easy tracking of training requirements
- Potential to identify groups of staff to train across industries

Competencies

- Record of licences, qualifications, competencies
- Links to training and training providers
- Automated messages to employers/employees when training needs updating
- Central record of licences, qualifications and competencies to make it easier to move jobs

- Promotional tool
- Assisting in overcoming structural barriers to labour participation
- Recruitment tool

Hub

- Promotional information about industries and their value to Australia
- Regional information
- Housing information
- Support information e.g. links to SMECC, LLEN, Job Active, free TAFE or other programs
- · Job advertisements

 Holistic information to be set up for success



Next Steps



Who will administer the Framework?



Confirm short list of core skills required



Engage with employees to test value to them



Engage labour hire groups to see what they use

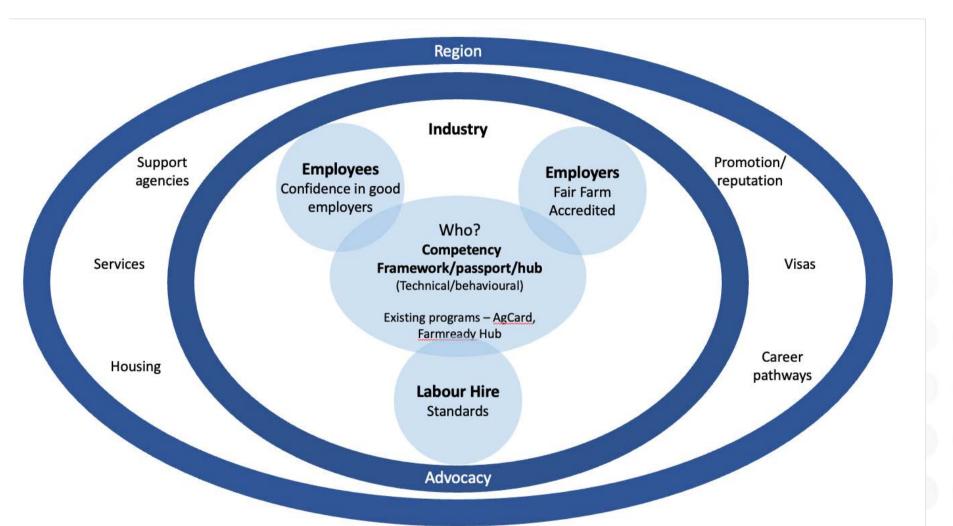


Consult with FarmReady, AgCard and Dairy Passport



Investigate different Quality Employer Schemes

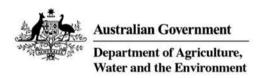






Discussion





























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