



Australian Government
Department of Agriculture,
Water and the Environment



Future
Drought
Fund



Vic Hub
**DROUGHT &
INNOVATION**

**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

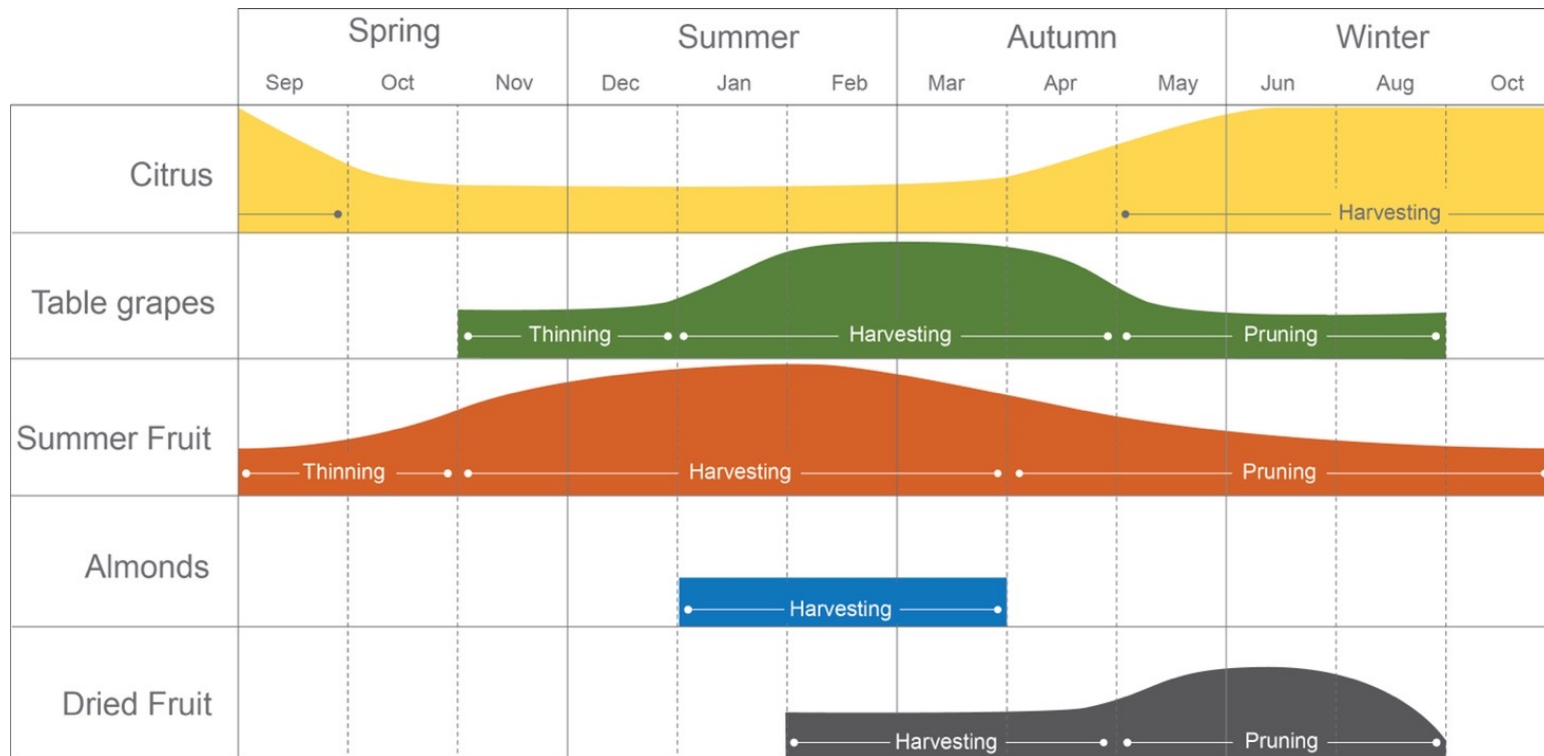
Interviews with
skills
organisations

Report and
recommendations

Skills Required

GENERAL	BEHAVIOURAL	TECHNICAL
<ul style="list-style-type: none"> ▪ Appropriate VISA ▪ English ▪ Willingness to work in regions ▪ Understanding of Australian culture and communications ▪ Worker Health and Safety ▪ Chemical usage 	<p><u>Self</u></p> <ul style="list-style-type: none"> ▪ Reliability ▪ Punctuality ▪ Positive work ethic ▪ Self-motivated ▪ Willingness to learn ▪ Energetic and interested ▪ Honest/trustworthy ▪ Problem solving <p><u>Interactions with others</u></p> <ul style="list-style-type: none"> ▪ Interpersonal skills ▪ Communication skills ▪ Alignment with workplace culture 	<p><u>Mechanical</u></p> <ul style="list-style-type: none"> ▪ Forklift and tractor drivers ▪ Harvest machine operators <p><u>Agronomic</u></p> <ul style="list-style-type: none"> ▪ Pickers and pruners ▪ Farm hands ▪ Irrigation operators ▪ Fertiliser operator ▪ Pest and disease scouts/sprayers <p><u>Processing</u></p> <ul style="list-style-type: none"> ▪ 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



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

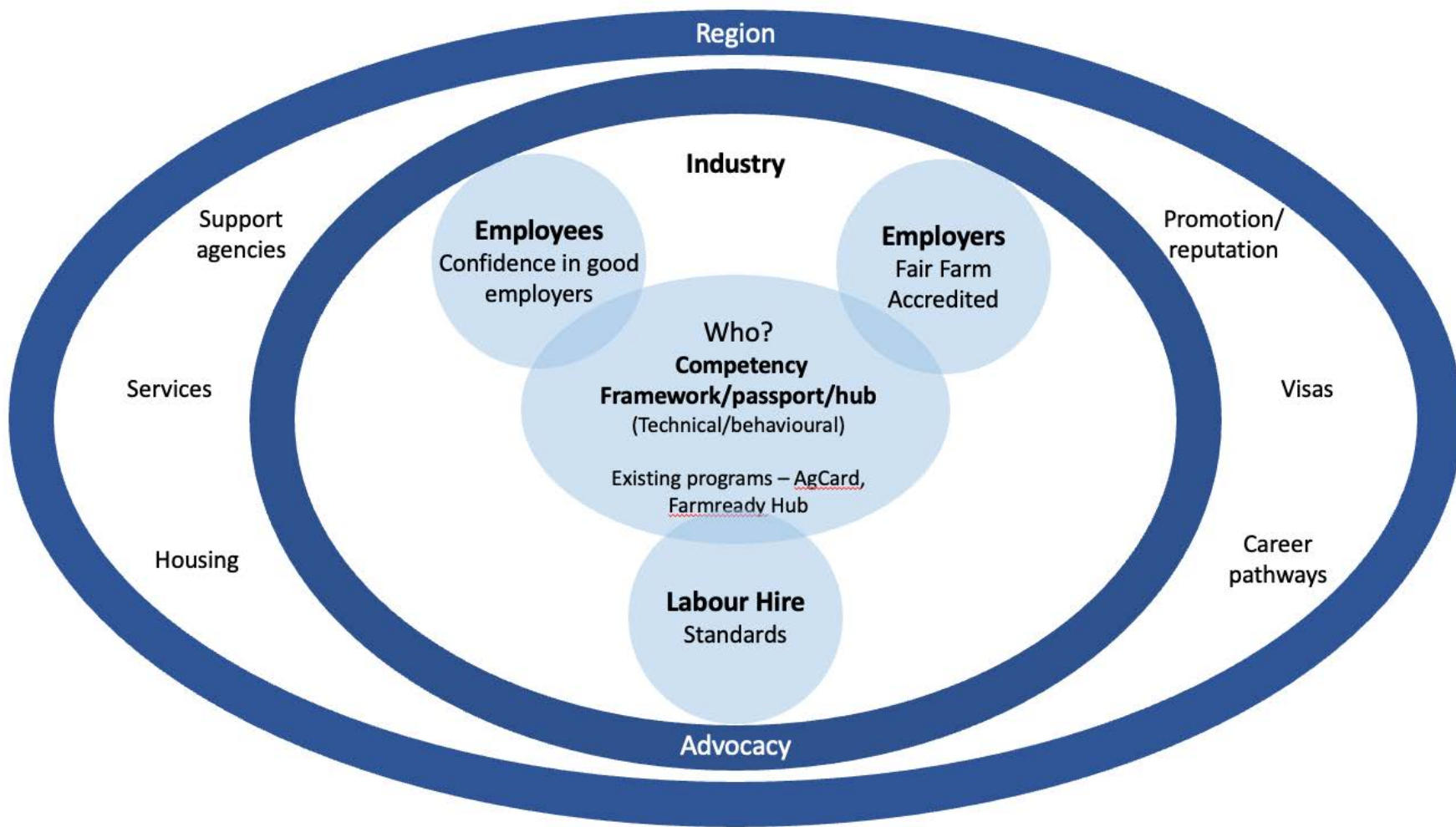


Consult with FarmReady, AgCard and Dairy Passport



Investigate different Quality Employer Schemes





Discussion



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**Food & Fibre
Gippsland**



BCG
SHARED SOLUTIONS



**Mallee Regional
Innovation Centre**



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