

# SUMMARY OF THE QUEENSLAND AGRICULTURE INDUSTRY WORKFORCE PLAN 2022 - 2027

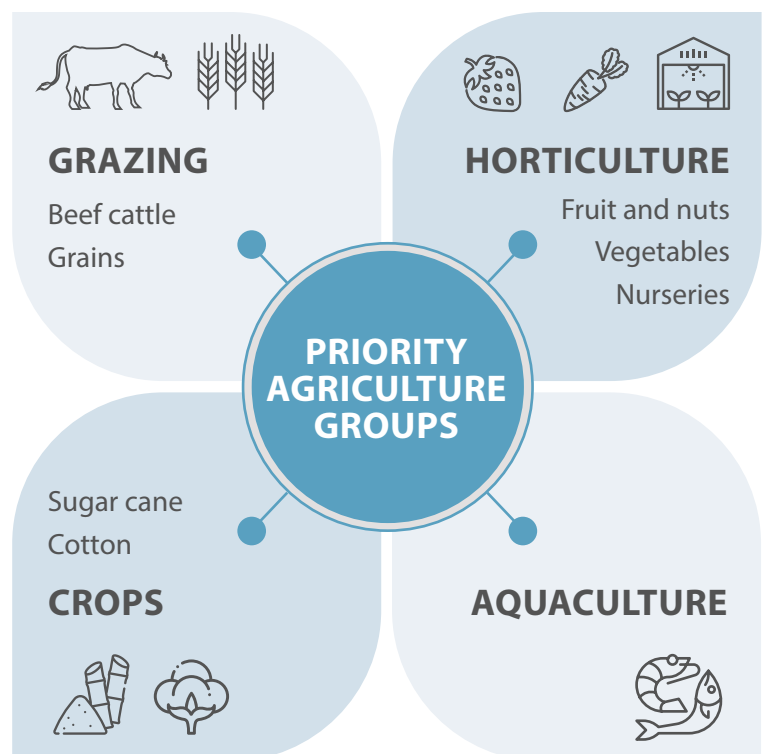


The total value of Queensland's Primary Industries is \$23.54 billion, with \$18.4 billion of which is the that of gross value of production (GVP). This is a vital contribution to the Queensland economy. Future growth and market opportunities for Queensland agriculture are dependent on a highly trained and skilled workforce.

The industry employs over 70,000 people, with employment projected to increase by 11.3 percent to 2024-25, and is currently experiencing difficulties in attracting and retaining skilled workers.

The Queensland Agriculture Industry Workforce Plan 2022-2027' developed in partnership between the Queensland Farmers' Federation (QFF) and Jobs Queensland (JQ) in collaboration with the Rural Jobs and Skills Alliance (RJSA) has identified the current and emerging trends and critical issues impacting the Queensland agriculture industry's workforce.

The consultation and report highlighted four priority agricultural groups based on GVP and anticipated employment growth:



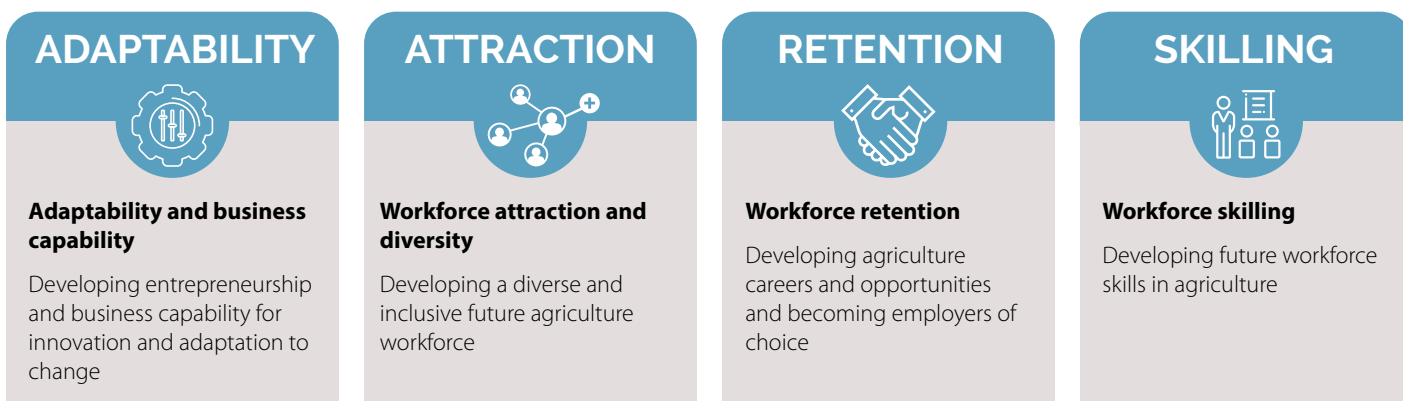
## KEY WORKFORCE ISSUES IDENTIFIED

Through consultations around the state, both online and in person, QFF's workforce planning team heard about the workforce issues experienced by the industry:

- Workforce shortages across all roles
- High turnover of staff and challenges in attracting suitable job applicants
- Changing skilling and knowledge needs
- Up-skilling workers to respond to innovation and technology opportunities
- Engaging with education and training sectors to ensure that training offerings meet sector needs
- Ensuring regulatory compliance in an increasingly complex environment
- Identifying and responding to emerging challenges
- The need for regional approaches and engagement

The resulting Queensland Agriculture Industry Workforce Plan 2022-2027 (the Plan) identifies strategies to respond to skills needs and shortages affecting the growth, profitability and productivity of Queensland's agribusinesses over the next five years

## FOUR ACTION AREAS IDENTIFIED



## KEY STRATEGIES

The consultations highlighted the need for actions that are industry-led, regionally responsive and supported by collaboration with all levels of government. Other priorities centred on education and training and identified the need to raise awareness of the industry and careers. Actions include:

- Knowledge brokering; building capability through resourcing, support and training; leadership development; access to business advice; learning from disruption
- A state-wide awareness raising campaign profiling agriculture; raising awareness of careers, education and salaries in agriculture; enhancing regional and business level workforce planning; undertaking research; strengthening connections between industry and schools; and improving job readiness for industry entrants.
- Partnering to clarify career pathways; enhancing regional networks and responses to retention issues; building regional leadership.
- Reinvigorating agriculture education in schools; advocacy for industry-led approaches to training; integration of digital capabilities and agtech in training and traineeships; raising awareness and access to education and training; collaborative data collection about skills; review core skills required for agriculture education; innovative partnerships to promote industry learning; enhanced extension and bridging programs; traineeships and apprenticeships; continued resourcing for industry-based workforce and skills initiatives.



A full report of the goals and recommendations, for each action area, can be found in part 3 of the plan.