

food & agribusiness
SOLUTIONS



SKILLS & CAPABILITY BUILDING PRIORITIES PROJECT

-UPDATE-

Ross Ord

Food and Agribusiness Solutions

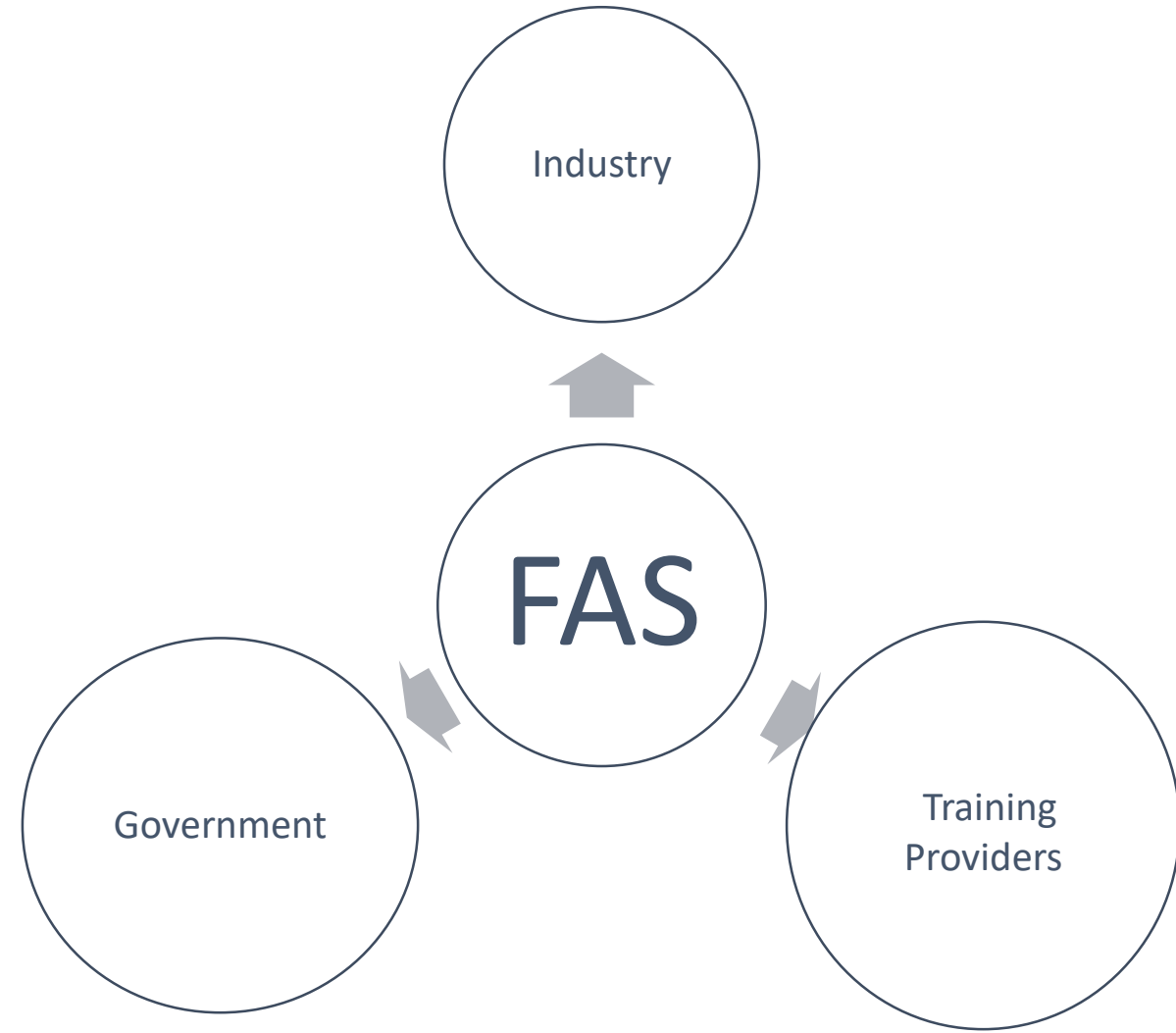


PROJECT- 'CREATING A MATRIX OF SKILL & CAPABILITY BUILDING PRIORITIES'

- **Project Overview**
- **Methodology**
- **Skill needs- short/medium term**
- **Longer term- bigger picture**
- **Some observations**



FOOD & AGRIBUSINESS SOLUTIONS





ABOUT THE PROJECT:

Prime objective:

- Identify commonalities in People Development RD&E priorities across RACs, IPAs, Subprogram partners
- Confirm what's being offered/available. Gaps?
- Outcomes – serve as a basis for co-investment
- Matrix- summarise skill & capability priorities and available programs

Focus is **not** on:

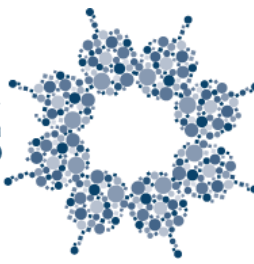
- ❖ Who has responsibility for developing, initiating
- ❖ Who pays
- ❖ Timelines
- ❖ Who & how of delivery



METHODOLOGY ?

- ✓ **Desktop review of available RD&E Plans**
- ✓ **Review of SNAs, WFD Plans (commonalities, themes, trends noted)**
- ✓ **Short online survey- exploring further into initial observations...**
- ✓ **Telephone interviews**
- ✓ **Sharing of preliminary findings – further discussions
Adelaide W'shop**

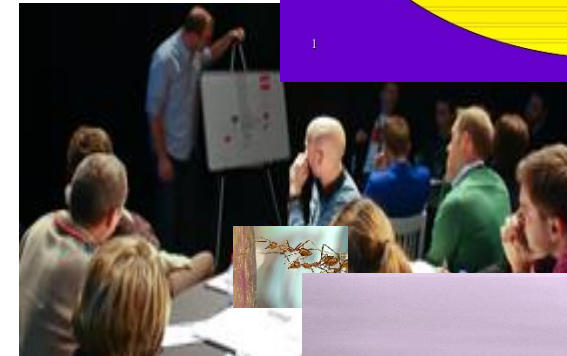




Development priorities/needs- (addressed in short term ?)

- Interpersonal communications *
- Leadership
- WH&S
- HR
- Digital technology/literacy* (inc social media)
- Business Management (eg Export awareness)
- Business Operations (ESKI?)
- Biosecurity...numerous 'technical' (job specific) skills

* Increasing needed next 5 years



Development priorities/needs- (bigger picture, longer time frame)

Leadership ...for benefit of the industry and the individual

Discussion points:

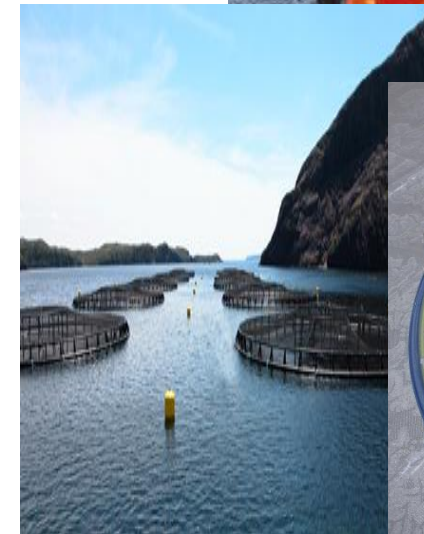
- Pre NSILP, post NSILP or both?
- Continuum favoured (80/20)
- Needs agreed strategy-whole of industry implementation

Pre NSILP:

- Support for lead-in (to NSILP) module/electives
- NSILP- catering for those already on l'ship path...others?

Post NSILP:

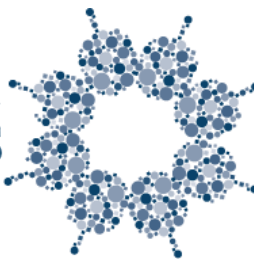
- Squarely linked to ARLP
- Consolidate skills gained on NSILP
- Example: 1 yr 'Traineeship' inc 4 rotations



Development priorities/needs- (con't-bigger picture, longer time frame)

- Foundation knowledge & skills- member of local industry association (basis exists)
- Media awareness ... would encompass range/use of social media (programs exist)
- Industry-wide national induction program (basis exists)





SOME OBSERVATIONS- FOOD FOR THOUGHT..

- Industry members (esp SMEs) not actively investigating developments relevant to their business
- Need for a workforce that can quickly adapt to business opportunities (short pgms exist)
- Need to educate fishers (others) re social license
- Employer of Choice (EOC)- taking stock of current employee practices (tools exist- links in with 'ESKI")

