

# Agrifood Workforce Development

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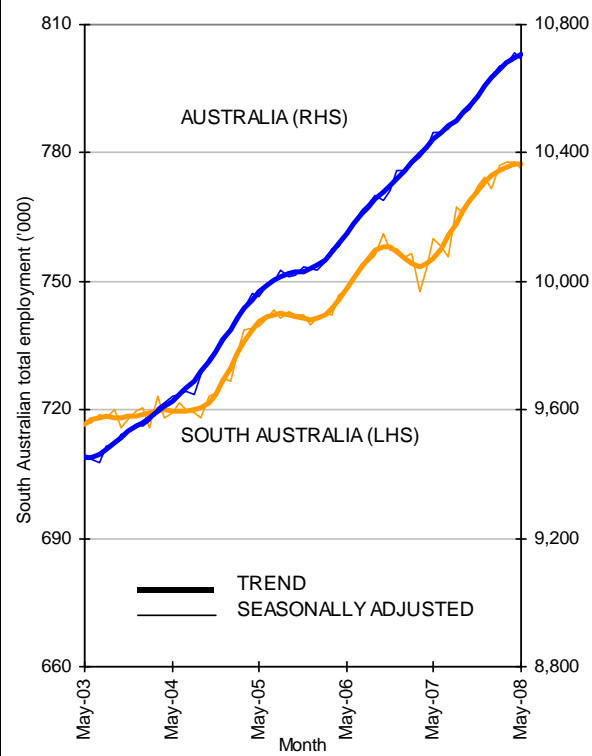
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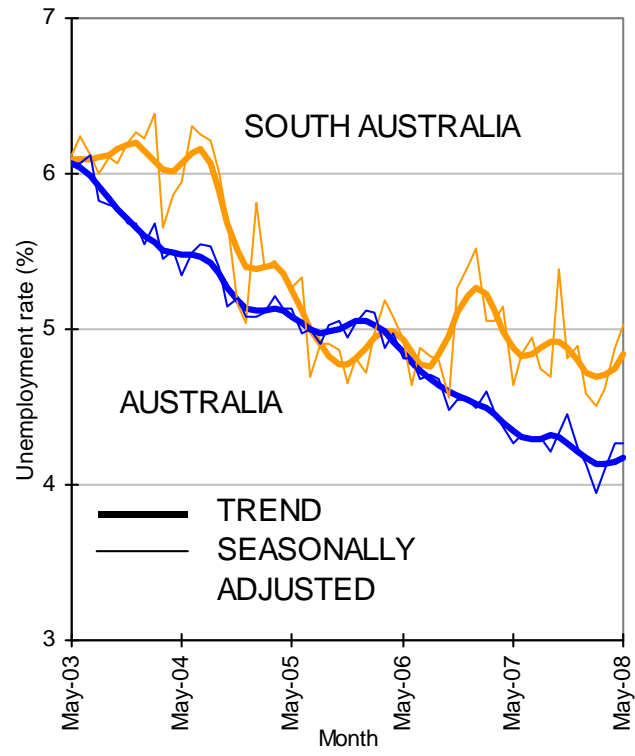
**Government of South Australia**  
Primary Industries and Resources SA

# Labour Market, May 2008

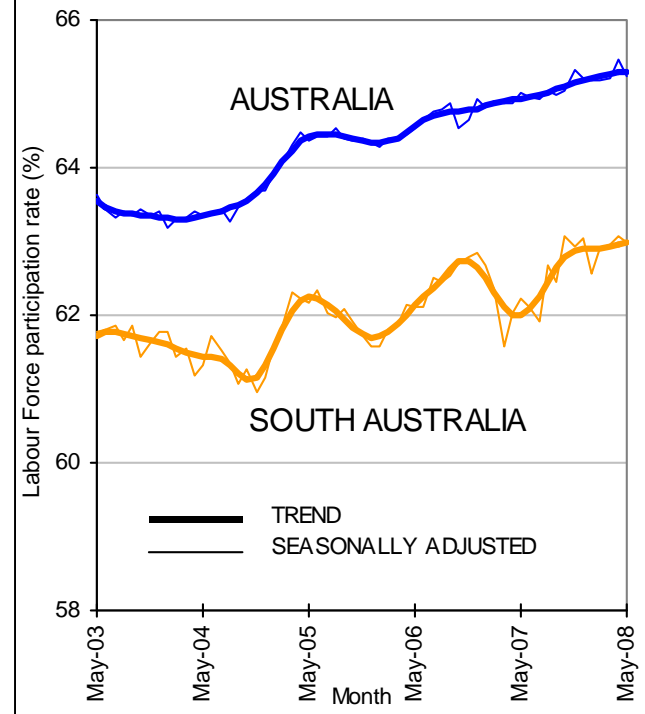
**CHART 1: TOTAL EMPLOYMENT ('000)**



**CHART 2: UNEMPLOYMENT RATES (%)**



**CHART 3: LABOUR FORCE PARTICIPATION RATES (%)**



# Labour Market, Jan 2009

CHART 1: TOTAL EMPLOYMENT ('000)

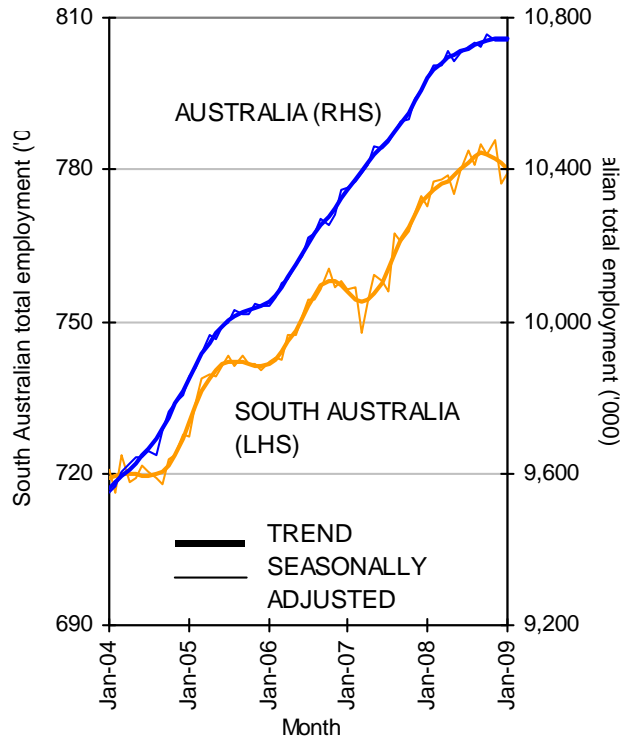


CHART 2: UNEMPLOYMENT RATES (%)

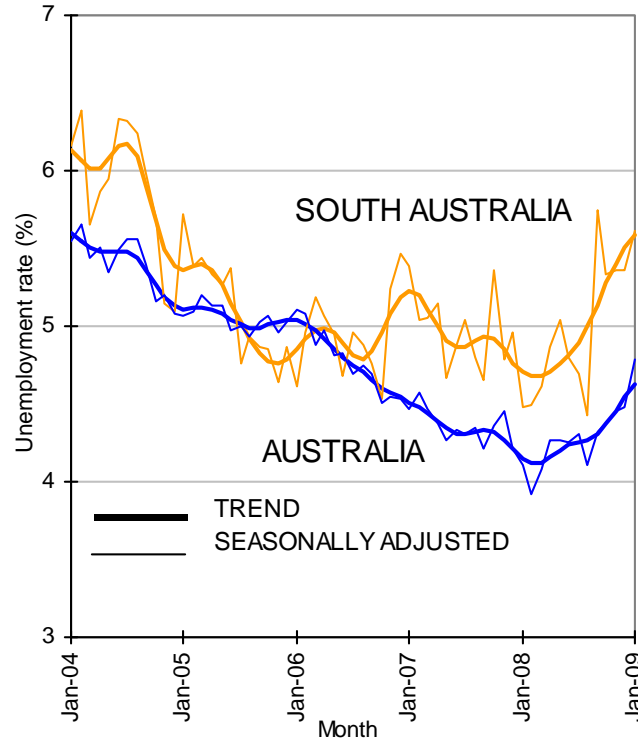
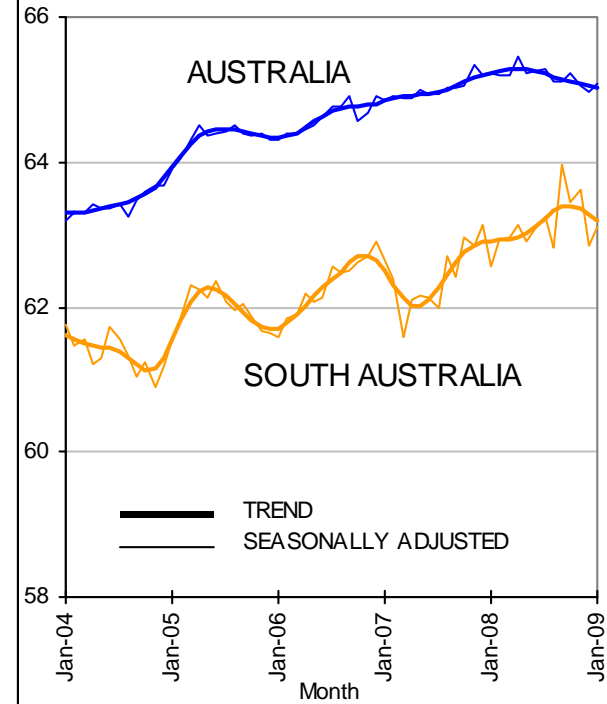


CHART 3: LABOUR FORCE PARTICIPATION RATES (%)



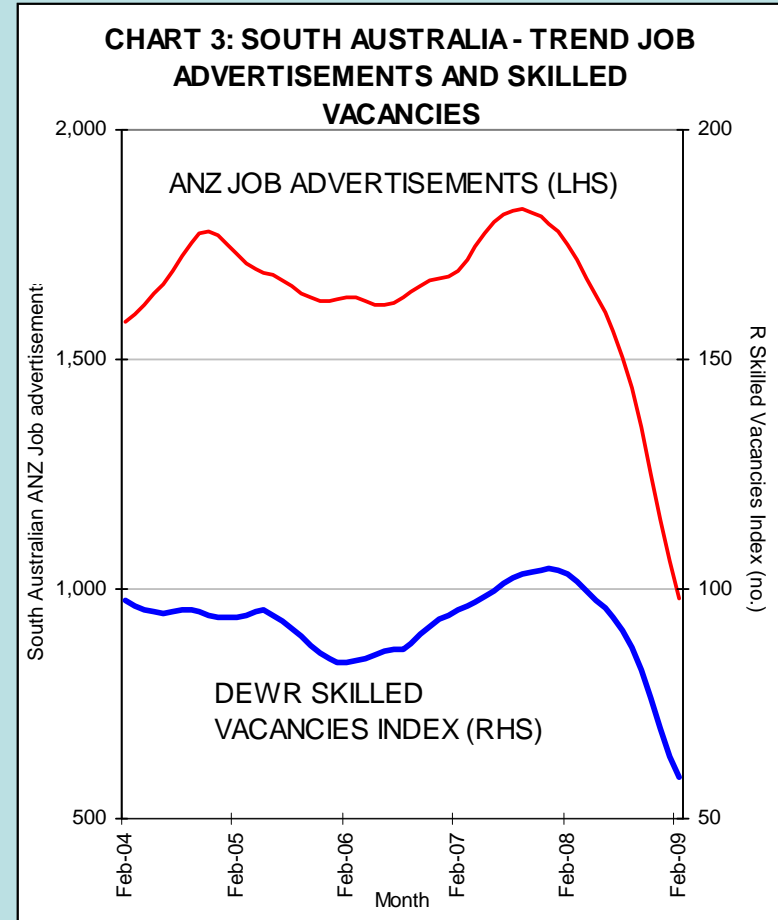
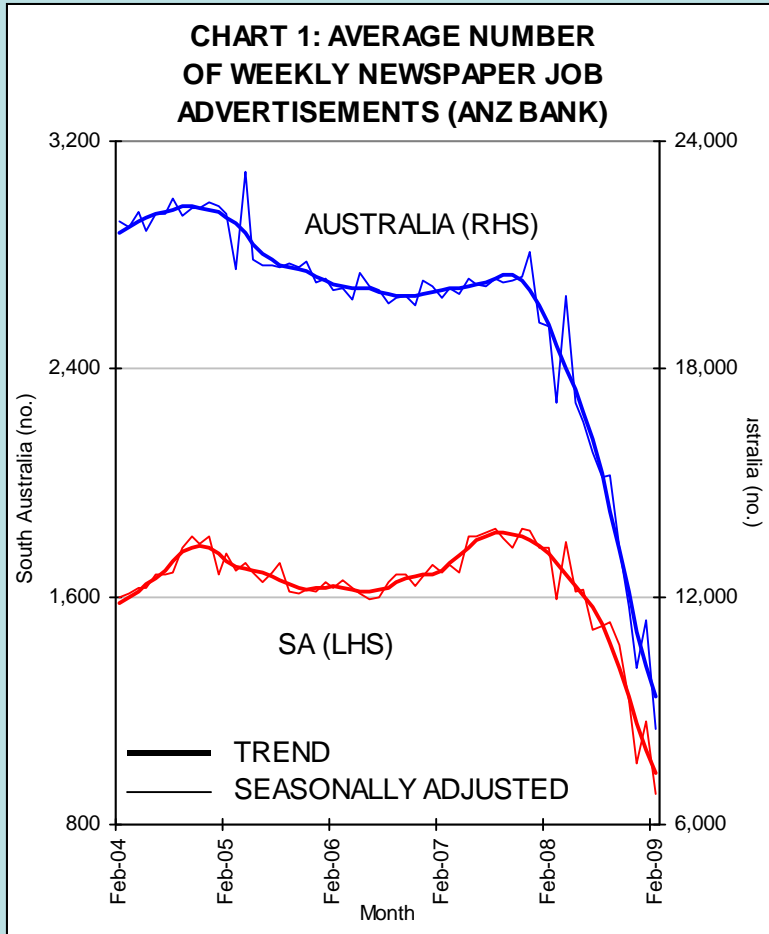


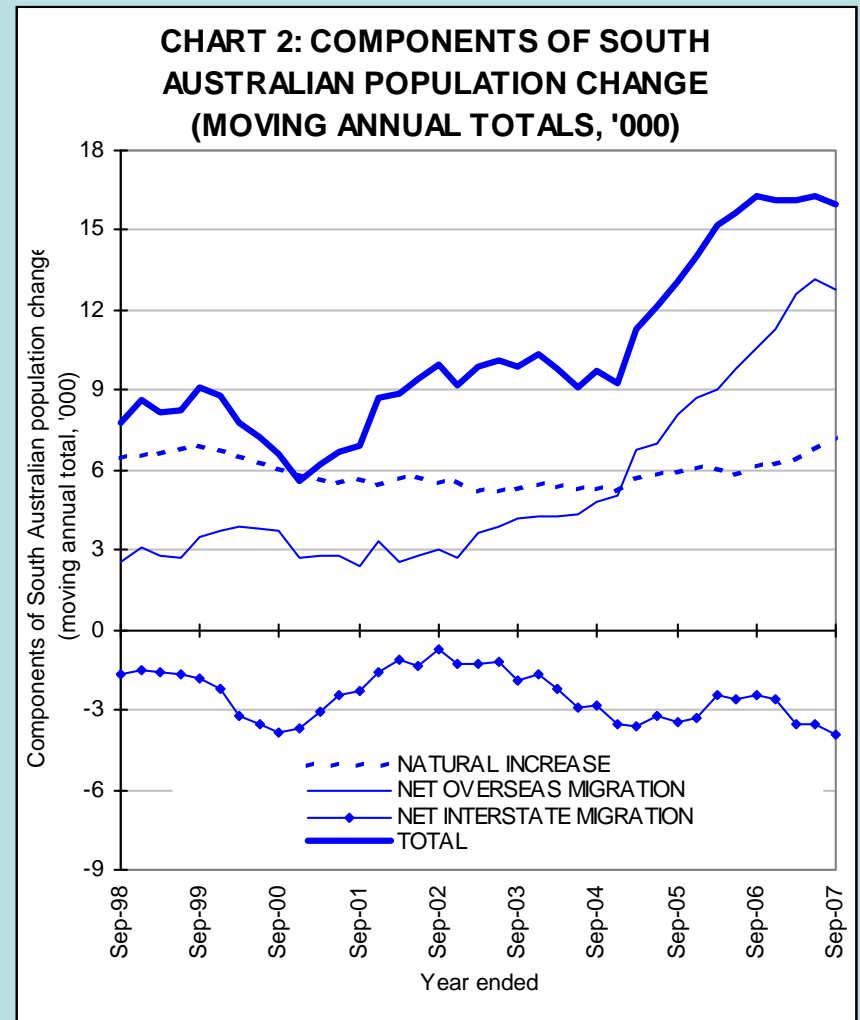
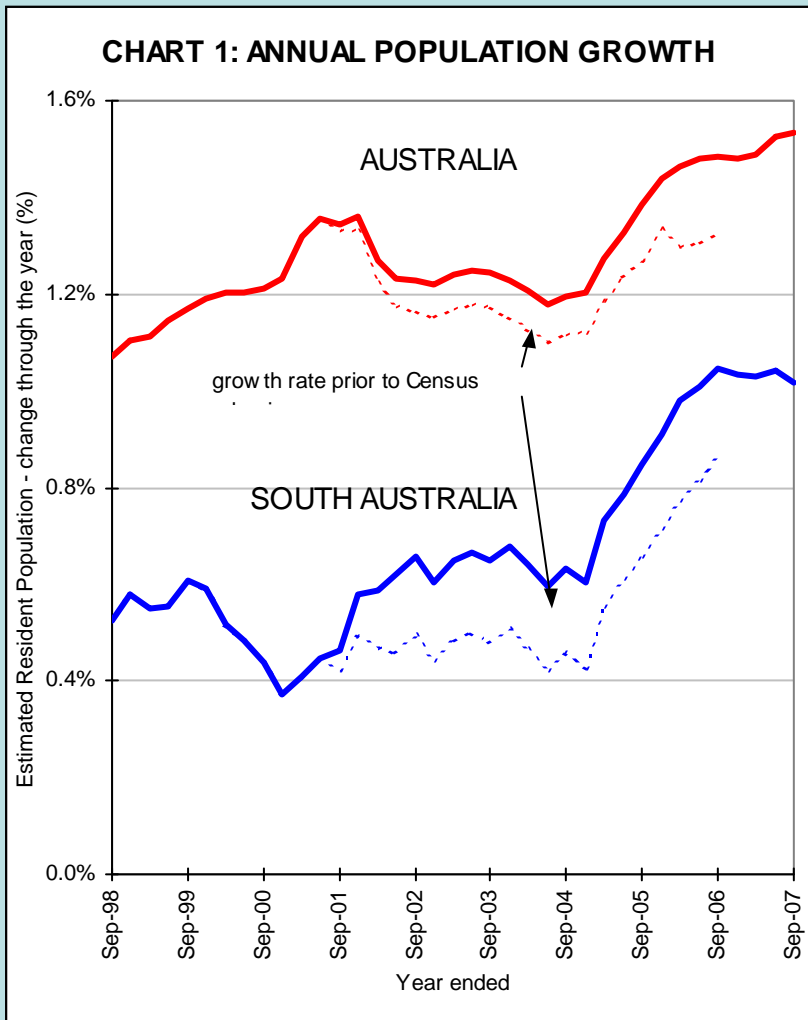
*The financial crisis is forcing companies to make tough decisions*

*There is a risk that we might need to lay off Andre*



# JOB ADS, FEB 2009





- An estimated 133,000 additional workers will be required across the South Australian economy over the next decade
- In addition, another 206,000 workers will be required to replace people leaving the labour force (due to retirement and other factors).
- A total state current labour force (employed plus unemployed) of 815,000.



# Profile of the Agri-food Workforce

- The Agri-Food industry includes all those industries involved in the growing and processing of food products, and various supports to those industries.
  - To shelf / kitchen ready
- The Agri-Food industry employed a total of 49,756 people in 2006, accounting for almost 8 per cent of all employment in South Australia.



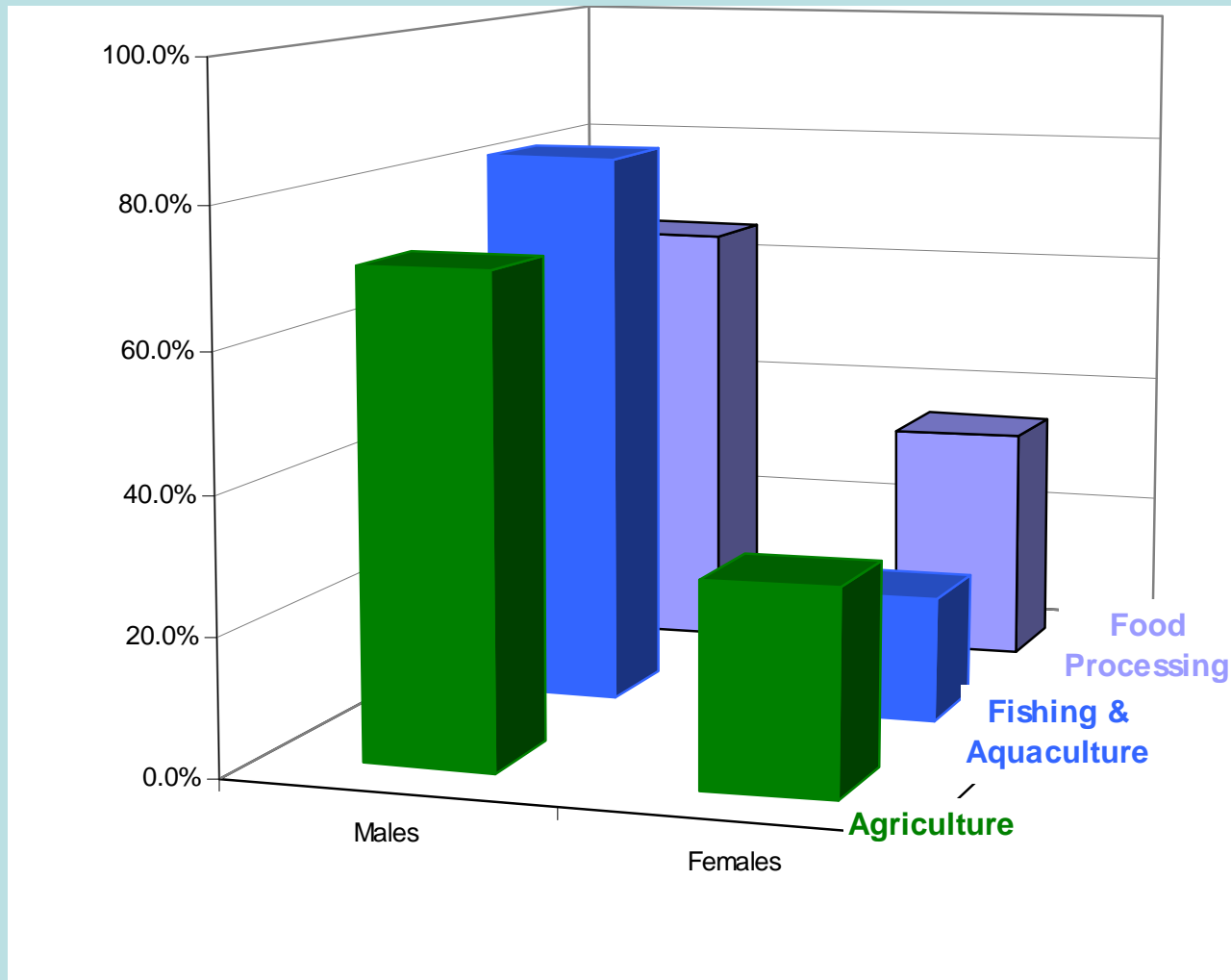
## Persons Employed, 2006

	Persons Employed	Percentage of AgriFood workforce
Agriculture	29,638	59.6%
<i>Horticulture &amp; Fruit Growing</i>	8,744	17.6%
<i>Grain, Sheep &amp; Beef Cattle Farming</i>	15,174	30.5%
<i>Dairy Cattle Farming</i>	1,341	2.7%
<i>Other Livestock Farming</i>	1,371	2.8%
<i>Other Agriculture</i>	380	2.3%
<i>Services to Agriculture</i>	1,846	3.7%
Fishing & Aquaculture	1,752	3.5%
<i>Fishing</i>	979	2.0%
<i>Aquaculture</i>	773	1.6%
Food Processing	18,366	36.9%
<i>Meat &amp; Meat Product Manufacturing</i>	3,608	7.3%
<i>Dairy Product Manufacturing</i>	938	1.9%
<i>Fruit &amp; Vegetable Processing</i>	819	1.6%
<i>Bakery Product Manufacturing</i>	2,547	5.1%
<i>Beverage &amp; Malt Manufacturing</i>	7,319	14.7%
<i>Seafood Processing</i>	491	1.0%
<i>Other Food Manufacturing</i>	2,200	4.4%
<b>Total AgriFood</b>	<b>49,756</b>	<b>100.0%</b>

## Persons Employed, 2001 and 2006

	Persons Employed 2001	Persons Employed 2006	Change 2001 – 2006	% Change
Agriculture	33,893	29,638	-4,255	-12.6%
<i>Horticulture &amp; Fruit Growing</i>	11,590	8,744	-2,846	-24.6%
<i>Grain, Sheep &amp; Beef Cattle Farming</i>	16,454	15,174	-1,280	-7.8%
<i>Dairy Cattle Farming</i>	1,787	1,341	-446	-25.0%
<i>Other Livestock Farming</i>	1,517	1,371	-146	-9.6%
<i>Other Agriculture</i>	948	380	214	22.6%
<i>Services to Agriculture</i>	1,597	1,846	249	15.6%
Fishing & Aquaculture	1,848	1,752	-96	-5.2%
<i>Fishing</i>	1,083	979	-104	-9.6%
<i>Aquaculture</i>	765	773	8	1.0%
Food Processing	16,195	18,366	2,171	13.4%
<i>Meat &amp; Meat Product Manufacturing</i>	2,507	3,608	1,101	43.9%
<i>Dairy Product Manufacturing</i>	635	938	303	47.7%
<i>Fruit &amp; Vegetable Processing</i>	1,005	819	-186	-18.5%
<i>Bakery Product Manufacturing</i>	2,484	2,547	63	2.5%
<i>Beverage &amp; Malt Manufacturing</i>	6,414	7,319	905	14.1%
<i>Seafood Processing</i>	459	491	32	7.0%
<i>Other Food Manufacturing</i>	2,483	2,200	-283	-11.4%
<b>Total AgriFood</b>	<b>51,936</b>	<b>49,756</b>	<b>-2,180</b>	<b>-4.24%</b>

# Employment by Gender, 2006



## Age Groups by Industry Sector, 2006

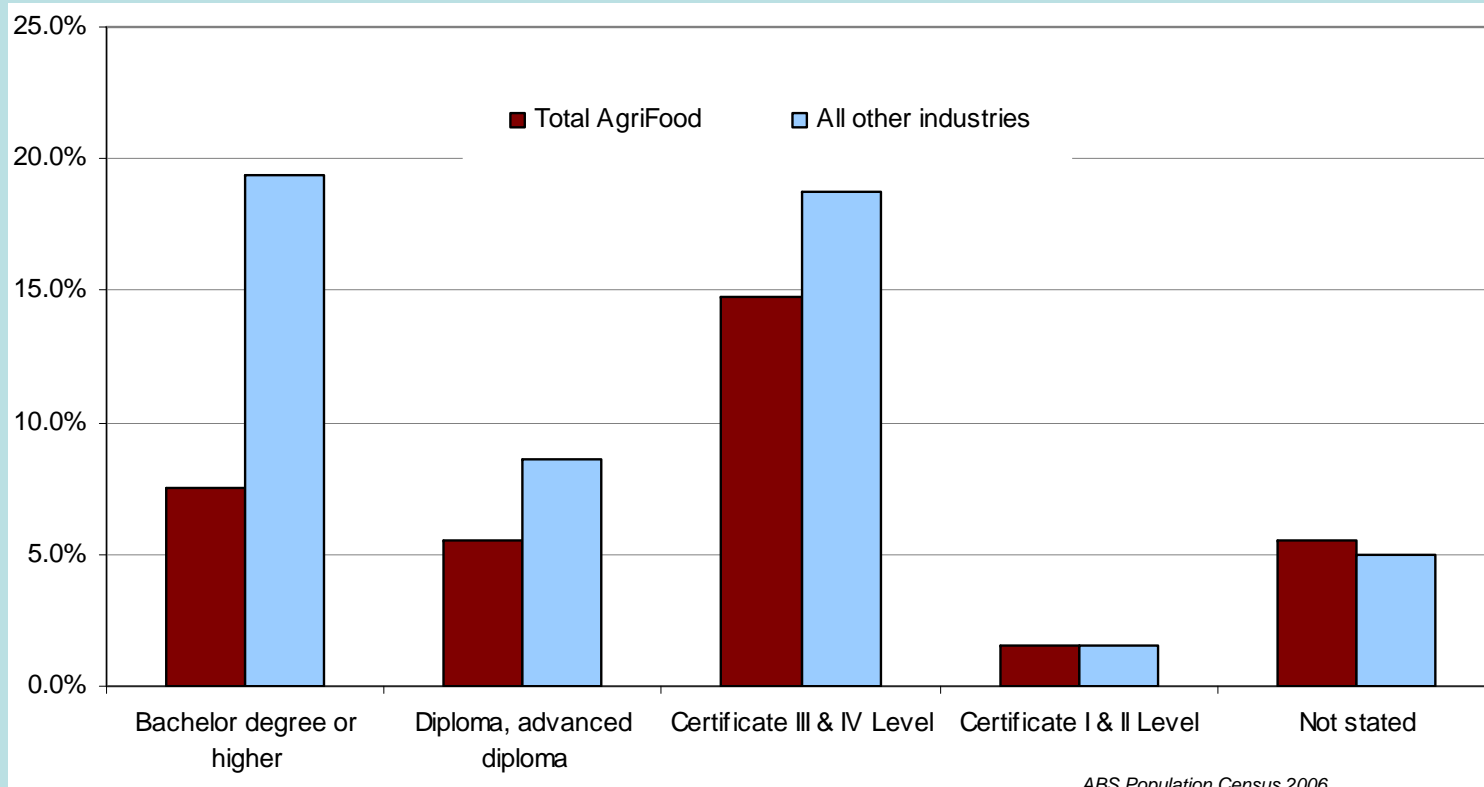
	15-24 years	25-44 years	45-64 years	65 years & older	Total
Agriculture	8.8%	35.8%	44.9%	10.4%	100.0%
<i>Horticulture &amp; Fruit Growing</i>	9.3%	37.3%	45.7%	7.8%	100.0%
<i>Grain, Sheep &amp; Beef Cattle Farming</i>	6.8%	33.1%	46.7%	13.5%	100.0%
<i>Dairy Cattle Farming</i>	16.3%	40.2%	35.0%	8.5%	100.0%
<i>Other Livestock Farming</i>	13.4%	36.9%	43.4%	6.3%	100.0%
<i>Other Agriculture</i>	13.6%	41.6%	37.4%	7.4%	100.0%
<i>Services to Agriculture</i>	11.9%	44.0%	40.1%	4.1%	100.0%
Fishing & Aquaculture	15.4%	48.4%	30.7%	5.5%	100.0%
<i>Fishing</i>	10.3%	45.3%	36.7%	7.7%	100.0%
<i>Aquaculture</i>	21.9%	52.4%	23.0%	2.7%	100.0%
Food Processing	13.5%	50.0%	35.0%	1.5%	100.0%
<i>Meat &amp; Meat Product Manufacturing</i>	20.9%	49.9%	28.1%	1.1%	100.0%
<i>Dairy Product Manufacturing</i>	7.2%	51.9%	39.7%	1.2%	100.0%
<i>Fruit &amp; Vegetable Processing</i>	11.0%	43.6%	43.7%	1.7%	100.0%
<i>Bakery Product Manufacturing</i>	15.4%	48.1%	35.1%	1.4%	100.0%
<i>Beverage &amp; Malt Manufacturing</i>	10.1%	52.8%	35.5%	1.6%	100.0%
<i>Seafood Processing</i>	15.7%	44.3%	38.8%	1.2%	100.0%
<i>Other Food Manufacturing</i>	13.5%	46.6%	38.0%	1.9%	100.0%
<b>Total AgriFood</b>	<b>10.8%</b>	<b>41.5%</b>	<b>40.8%</b>	<b>6.9%</b>	<b>100.0%</b>

ABS Population Census 2006



Government of South Australia  
Primary Industries and Resources SA

# Level of Qualifications, 2006



# Background Material

- The **environmental scan** – a catalogue of current projects, policies and programs relating to the Agri-food industry.

[www.workforceinfoservice.sa.gov.au/industryinfo/actionplans](http://www.workforceinfoservice.sa.gov.au/industryinfo/actionplans)

- **A benchmark workforce profile of the Agri-food Workforce.** aggregates data from the ABS Population Census of 2006, National Centre for Vocational Education Research (NCVER), ABS Monthly Labour Force Survey (LFS)



# Key areas for activity



# Better workforce planning and improved human resource capabilities



Workforce Information Service - South Australian Government - Windows Internet Explorer provided by PIRSA

rsEmployeeAttitudeSurveyTemplate.pdf - Adobe Acrobat Professional

## Template – Employee attitude survey

Use this survey within your business to see what employees think about their work and workplace.

This employee attitude survey will help us to determine what's good about your work and this workplace, and what you think could be improved. We can make positive changes when we have the right information. All answers you give will be treated with the utmost sensitivity and the information will not be used for any other purpose apart from planning and improvement.

Please read each statement below. Circle a number to show how much you agree or disagree with each statement.

Statement	Circle which is most appropriate					N/A
	Strongly agree = 5			Strongly disagree = 1		
I have asked for training to do my job better.	5	4	3	2	1	N/A
I received training when I asked for it.	5	4	3	2	1	N/A
I could be better at my work if I had some/more training or professional development.	5	4	3	2	1	N/A
I have the right tools and equipment to do my job.	5	4	3	2	1	N/A
When change is about to happen, I am consulted.	5	4	3	2	1	N/A
I think people appreciate the work I do.	5	4	3	2	1	N/A
I think I am paid the right amount of money for the work I do.	5	4	3	2	1	N/A
I would be interested in trading some workplace benefits in lieu of financial pay.	5	4	3	2	1	N/A

RETAIN AND SUPPORT

Business capability

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ght people.

opportunities and

businesses take the

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of people in the world...  
in South Australia to the rest of Australia

# Improved links between skills, technology, research and development

- Maximising the use of increased skills and technology as a solution to workforce demands requires commitment to training and upskilling to ensure that workers are fully able to participate in the changing workforce.



# Increased access to learning and work opportunities

- A significant number of South Australians remain outside the workforce and it is important that all individuals need to be provided with opportunities to participate in learning and employment throughout their lives.



# Better understanding of Seasonal labour and Immigration options and requirements

Need to develop and redefine integrated seasonal labour models. There is now a need for flexible workforce deployment to meet strategic targets and industry requirements

Need to consider and integrated immigrant skilled labour options to meet workforce needs

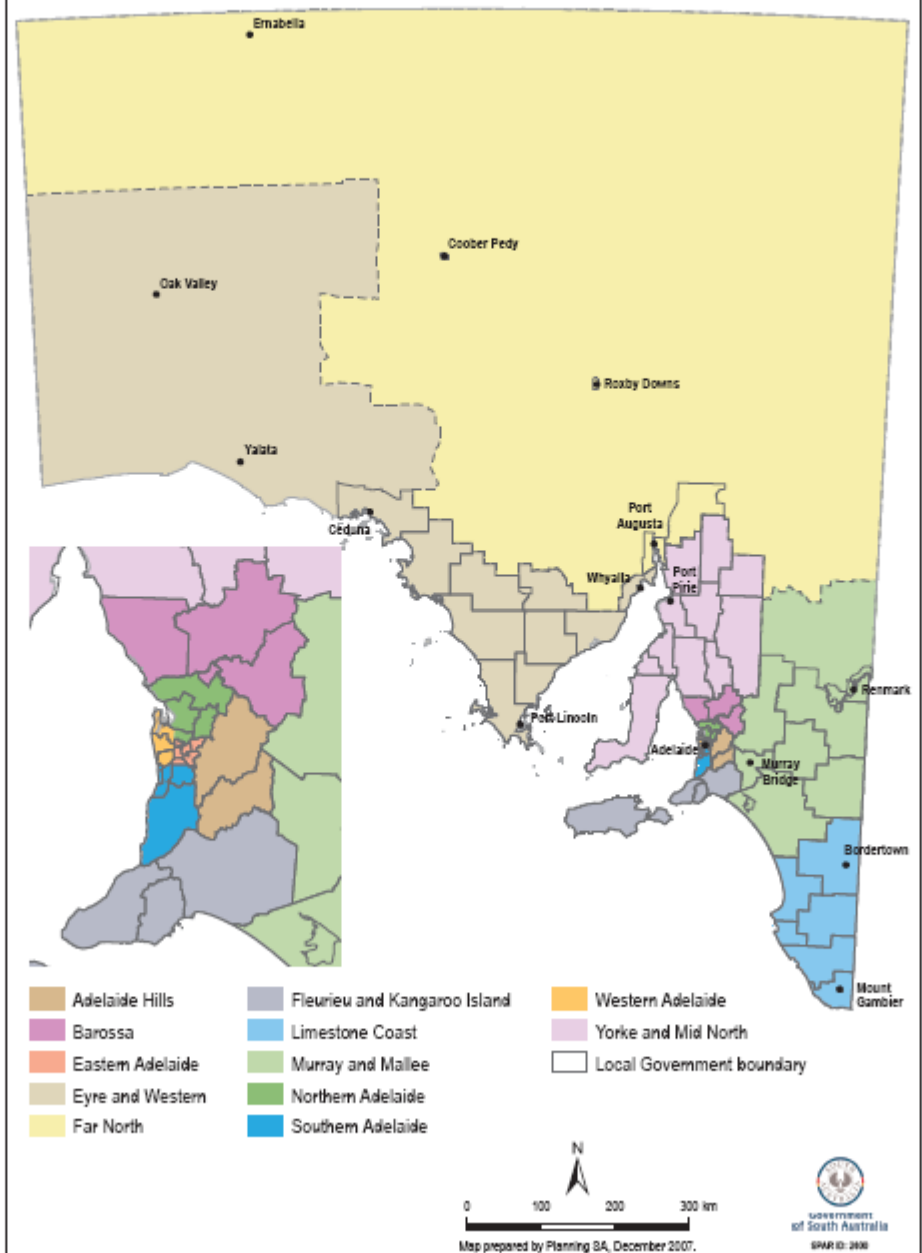


# Development of regions/regional incentives

Benefits of regional and rural life need to be publicised along with the promotion of the agri-food sector.



# South Australian Government Regions



# Targeted training and skills development

All sectors & regions need access to a responsive training system that is locally based and able to deliver the appropriate skills when required. At the same time, it is important that upskilling of the workforce is reinforced by the promotion of the region / industry sector so that jobs remain attractive to workers while businesses and enterprises recognise the importance of becoming an employer of choice.



# FarmReady

FarmReady Reimbursement Grants - primary producers and Indigenous land managers are able to claim up to \$1500 each financial year to attend approved training courses, with funding also available to cover excess travel, accommodation and child care expenses.

FarmReady Industry Grants – up to \$80,000 each financial year is available to eligible industry, farming and natural resource management groups for projects that develop strategies to manage climate change impacts.



## Job Seekers Program

- Opportunities for job seekers to raise their skill levels and gain recognised qualifications..

## PPP for Existing Workers

- Raise the skill level of people already in the workforce to address the skill demands in industry sectors. The new training places will lead to high-level nationally endorsed qualifications, primarily at a Certificate III level to Advanced Diploma level.



# Better government, industry and regional coordination

- Planning for the future workforce requires good information about the labour market and good systems that integrate employment and skills formation frameworks across the State



1. Better workforce planning and improved human resource capabilities
2. Improved links between skills, technology, research and development
3. Increased access to learning and work opportunities
4. Better understanding of Seasonal labour and Immigration options and requirements
5. Development of regions/regional incentives
6. Targeted training and skills development
7. Better government, industry and regional coordination



# Questions



# Agrifood Workforce Development

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