

1. Findings: Regions.

1.1. Far North Queensland

The following report presents the results of the Rural Industries Job and Skill Research for Far North Queensland. Results are also provided for the top three industries in the region; production horticulture (32%), sugar cane (27%) and beef (intensive and pastoral) (27%).

A summary of the key results for Far North Queensland is provided below.

- In the Far North Queensland region, 62% of businesses employ casual staff on an annual basis. The key roles performed by casuals include manual / general labour (26%), picking (18%), stockwork (11%) and transportation / driving (11%).
- Approximately half of businesses (47%) use contractors for roles such as harvesting (18%), planting (9%) and stockwork (7%).
- Just over one quarter of businesses (27%) have employed new staff in the past 12 months. The majority of businesses (60%) source new staff through a contact / friend / family member (incl. word of mouth) or through backpacker lodgings (20%).
- In Far North Queensland, 14% of owners and managers state they would like to improve their IT / computer skills.
- One fifth of businesses in this region (21%) have a preference to employ staff with certificate 2 and above qualifications.
- The preferred delivery methods for workforce training include participating in workshops or classes (25%), hands on / on-site training (25%) and field days (21%).

For further information regarding this research project, including methodology and background, please refer to the full Rural Industries Job and Skill Research Report.

1.1.1. Number of staff.

Table 1: Number of full time and part time staff (Far North Queensland)

| | Nett 1 or more (% of businesses with ANY of these staff) | Number of employees in each position description | | | | | | |
|--------------------------------------|---|--|-----|----|----|----------------|-------|------|
| | | 0 | 1 | 2 | 3 | More than 3 | TOTAL | Mean |
| Far North Queensland | | n=114 | | | | | | |
| Full time staff | 27% | 73% | 11% | 4% | 4% | 9% | 100% | 1.4 |
| Part time staff | 16% | 84% | 9% | 4% | 2% | 2% | 100% | 0.3 |
| Production Horticulture | | n=36 | | | | | | |
| Full time staff | 39% | 61% | 14% | 6% | 6% | 14% | 100% | 2.9 |
| Part time staff | 14% | 86% | 11% | 0% | 0% | 3% | 100% | 0.2 |
| Sugar Cane | | n=31 | | | | | | |
| Full time staff | 13% | 87% | 6% | 0% | 3% | 3% | 100% | 0.4 |
| Part time staff | 13% | 87% | 3% | 6% | 3% | 0% | 100% | 0.3 |
| Beef Combined (Intensive & Pastoral) | | n=31 | | | | | | |
| Full time staff | 23% | 77% | 6% | 3% | 3% | 10% | 100% | 0.8 |
| Part time staff | 19% | 81% | 16% | 0% | 3% | 0% | 100% | 0.3 |

Q1. Excluding yourself and any family members, how many full time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total Far North Queensland n=114)

Q2. Again excluding yourself and any family members, how many part time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total Far North Queensland n=114)

1.1.2. Use of casual labour.

Table 2: Number of casual staff employed annually (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|-------------------------------|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Casual staff | | | | |
| Nett 1 or more (% ANY) | 62% | 86% | 48% | 65% |
| 0 | 38% | 14% | 52% | 35% |
| 1 | 11% | 6% | 10% | 23% |
| 2 | 13% | 11% | 16% | 13% |
| 3 | 6% | 6% | 0% | 13% |
| More than 3 | 32% | 64% | 23% | 16% |
| Mean | 6.8 | 16.8 | 2.5 | 2.1 |

Q3a. And what about casual/seasonal staff on an annual basis? RECORD NUMBER 0 - 999 (Base: Total Far North Queensland n=114)

Table 3: Casual labour roles (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|--|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Most common roles | | | | |
| Manual / general labour | 26% | 44% | 16% | 23% |
| Picking | 18% | 44% | 13% | 3% |
| Stockwork incl. mustering, cattework, branding, husbandry, feeding stock* | 11% | 0% | 0% | 35% |
| Transportation / driving, i.e. operating tractors, forklifts, farm vehicles | 11% | 14% | 10% | 13% |
| Packing | 10% | 28% | 3% | 0% |
| Harvesting | 8% | 19% | 6% | 0% |
| Planting | 8% | 8% | 16% | 0% |
| Least common roles | | | | |
| Machinery operation | 5% | 8% | 6% | 3% |
| Vegetation management incl. weeding, thinning, moving, watering, pruning, garden maintenance etc.* | 5% | 14% | 3% | 0% |
| Spraying | 4% | 6% | 3% | 3% |
| Fencing | 3% | 0% | 0% | 10% |
| Build modules | 1% | 0% | 0% | 3% |
| Sorting* | 1% | 3% | 0% | 0% |
| Customer service incl. sales, retail | 1% | 0% | 0% | 3% |
| Repairs & maintenance* | 1% | 0% | 0% | 3% |
| Other | 4% | 6% | 6% | 3% |
| Not applicable (do not employ casual labour) | 38% | 14% | 52% | 35% |

Q3b. What does your casual labour do for you? DO NOT READ OUT. MR. (Base: Total Far North Queensland n=114)

* Response option added to pre-existing codeframe - coded up from 'other (specify)' verbatims

1.1.3. Contractor supply.

Table 4: Use of contractors (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|------------------------------------|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Use of contractors (Q4a) | | | | |
| Yes | 47% | 36% | 74% | 42% |
| No | 53% | 64% | 26% | 58% |
| Number of contractors (Q4b) | | | | |
| 0 | 53% | 64% | 26% | 58% |
| 1 | 20% | 17% | 35% | 10% |
| 2 | 11% | 8% | 16% | 13% |
| 3 | 8% | 0% | 19% | 10% |
| More than 3 | 9% | 11% | 3% | 10% |
| Mean | 1.2 | 0.9 | 1.4 | 1.4 |

Q4a. Do you use contractors on a semi-regular or regular basis? IF REQUIRED: not just a once off need or specialist need (Base: Total Far North Queensland n=114)

Q4b. How many contractors do you use? RECORD NUMBER 0 - 999 (Base: Total Far North Queensland n=114)

Table 5: Contractor roles (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|--|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Contractor roles (Q4c) | | | | |
| Harvesting | 18% | 3% | 58% | 0% |
| Planting | 9% | 3% | 29% | 0% |
| Stockwork incl. mustering, cattework, branding, husbandry, feeding stock* | 7% | 0% | 0% | 19% |
| Manual / general labour | 6% | 6% | 3% | 13% |
| Spraying | 6% | 0% | 19% | 3% |
| Transportation / driving, i.e. operating tractors, forklifts, farm vehicles | 5% | 3% | 3% | 13% |
| Machinery operator / maintenance | 5% | 6% | 0% | 6% |
| Fencing | 4% | 3% | 0% | 10% |
| Build modules | 1% | 0% | 0% | 3% |
| Packing* | 1% | 3% | 0% | 0% |
| Vegetation management incl. weeding, thinning, moving, watering, pruning, garden maintenance etc.* | 1% | 0% | 3% | 0% |
| Other | 7% | 0% | 17% | 0% |
| Not applicable (do not employ contractors) | 53% | 64% | 26% | 58% |

Q4c. What do your contractors do for you? DO NOT READ OUT. MR (Base: Total Far North Queensland n=114). * Response option added to pre-existing codeframe - coded up from 'other (specify)' verbatims

1.1.4. Employment positions.

Table 6: Position descriptions occupied (Far North Queensland)

| | Number of businesses with staff in particular position descriptions | Number of employees in each position description | | | | | | |
|----------------------------------|---|--|-----|-----|-----|-------------|-------|------|
| | | 0 | 1 | 2 | 3 | More than 3 | TOTAL | Mean |
| Far North Queensland | | n=114 | | | | | | |
| Owner / manager | 99% | 1% | 26% | 51% | 13% | 9% | 100% | 2.2 |
| Labourer (including pickers) | 42% | 58% | 7% | 4% | 5% | 25% | 100% | 5.7 |
| Farm worker / farm hand | 38% | 62% | 11% | 8% | 6% | 12% | 100% | 2.3 |
| Machinery operator / maintenance | 24% | 76% | 18% | 4% | 0% | 2% | 100% | 0.3 |
| Office manager / administration | 24% | 76% | 21% | 1% | 1% | 1% | 100% | 0.3 |
| Supervisor | 23% | 77% | 14% | 4% | 2% | 3% | 100% | 0.4 |
| Packing shed worker | 16% | 84% | 3% | 1% | 1% | 11% | 100% | 1.7 |
| Stockman | 13% | 87% | 7% | 2% | 1% | 4% | 100% | 0.3 |
| QA / marketing / sales | 8% | 92% | 7% | 1% | 0% | 0% | 100% | 0.1 |
| Technical specialist | 7% | 93% | 5% | 1% | 0% | 1% | 100% | 0.1 |
| Other | 8% | 92% | 4% | 2% | 0% | 3% | 100% | 0.3 |
| Production Horticulture | | n=36 | | | | | | |
| Owner / manager | 100% | 0% | 19% | 53% | 19% | 8% | 100% | 2.5 |
| Labourer (including pickers) | 72% | 28% | 8% | 8% | 8% | 47% | 100% | 14.7 |
| Farm worker / farm hand | 44% | 56% | 8% | 8% | 3% | 25% | 100% | 5.4 |
| Machinery operator / maintenance | 22% | 78% | 14% | 3% | 0% | 6% | 100% | 0.4 |
| Office manager / administration | 39% | 61% | 33% | 0% | 3% | 3% | 100% | 0.5 |
| Supervisor | 42% | 58% | 19% | 8% | 6% | 8% | 100% | 1.0 |
| Packing shed worker | 39% | 61% | 3% | 3% | 0% | 33% | 100% | 5.2 |
| Stockman | 8% | 92% | 6% | 3% | 0% | 0% | 100% | 0.1 |
| QA / marketing / sales | 14% | 86% | 14% | 0% | 0% | 0% | 100% | 0.1 |
| Technical specialist | 11% | 89% | 11% | 0% | 0% | 0% | 100% | 0.1 |
| Other | 8% | 92% | 0% | 6% | 0% | 3% | 100% | 0.7 |

| | Number of businesses with staff in particular position descriptions | Number of employees in each position description | | | | | | |
|---|---|--|-----|-----|-----|-------------|-------|------|
| | | 0 | 1 | 2 | 3 | More than 3 | TOTAL | Mean |
| Sugar Cane | | n=31 | | | | | | |
| Owner / manager | 100% | 0% | 32% | 39% | 16% | 13% | 100% | 2.1 |
| Labourer (including pickers) | 26% | 74% | 3% | 6% | 0% | 16% | 100% | 1.8 |
| Farm worker / farm hand | 26% | 74% | 10% | 6% | 6% | 3% | 100% | 0.7 |
| Machinery operator / maintenance | 26% | 74% | 19% | 6% | 0% | 0% | 100% | 0.3 |
| Office manager / administration | 3% | 97% | 3% | 0% | 0% | 0% | 100% | 0.0 |
| Supervisor | 10% | 90% | 10% | 0% | 0% | 0% | 100% | 0.1 |
| Packing shed worker | 3% | 97% | 0% | 0% | 3% | 0% | 100% | 0.1 |
| Stockman | 0% | 100% | 0% | 0% | 0% | 0% | 100% | 0.0 |
| QA / marketing / sales | 0% | 100% | 0% | 0% | 0% | 0% | 100% | 0.0 |
| Technical specialist | 0% | 100% | 0% | 0% | 0% | 0% | 100% | 0.0 |
| Other | 6% | 94% | 3% | 0% | 0% | 3% | 100% | 0.2 |
| Beef Combined (Intensive & Pastoral) | | n=31 | | | | | | |
| Owner / manager | 97% | 3% | 23% | 55% | 10% | 10% | 100% | 2.1 |
| Labourer (including pickers) | 35% | 65% | 10% | 0% | 10% | 16% | 100% | 1.4 |
| Farm worker / farm hand | 45% | 55% | 19% | 6% | 10% | 10% | 100% | 1.0 |
| Machinery operator / maintenance | 26% | 74% | 26% | 0% | 0% | 0% | 100% | 0.3 |
| Office manager / administration | 16% | 84% | 13% | 3% | 0% | 0% | 100% | 0.2 |
| Supervisor | 13% | 87% | 13% | 0% | 0% | 0% | 100% | 0.1 |
| Packing shed worker | 0% | 100% | 0% | 0% | 0% | 0% | 100% | 0.0 |
| Stockman | 35% | 65% | 19% | 3% | 0% | 13% | 100% | 1.0 |
| QA / marketing / sales | 3% | 97% | 3% | 0% | 0% | 0% | 100% | 0.0 |
| Technical specialist | 10% | 90% | 3% | 3% | 0% | 3% | 100% | 0.3 |
| Other | 10% | 90% | 10% | 0% | 0% | 0% | 100% | 0.1 |

Q5a. Can you indicate how many employees you have using each of the following position descriptions?
 READ OUT. (Base: Total Far North Queensland n=114)

Table 7: Types of roles versus type of employment (Far North Queensland)

| | Type of employment | | | | | TOTAL |
|----------------------------------|--------------------|-----------|-------------------|------------|---|-------|
| | Full time | Part time | Casual / seasonal | Contractor | Not applicable (do not employ staff in these roles) | |
| Far North Queensland | n=114 | | | | | |
| Owner / manager | 90% | 16% | 4% | 0% | 1% | 100% |
| Supervisor | 17% | 1% | 5% | 0% | 77% | 100% |
| Farm worker / farm hand | 13% | 8% | 19% | 3% | 62% | 100% |
| Office manager / administration | 11% | 7% | 5% | 1% | 76% | 100% |
| Labourer (including pickers) | 9% | 4% | 34% | 3% | 58% | 100% |
| Machinery operator / maintenance | 9% | 2% | 9% | 5% | 76% | 100% |
| Stockman | 4% | 2% | 7% | 2% | 87% | 100% |
| QA / marketing / sales | 4% | 1% | 2% | 1% | 92% | 100% |
| Packing shed worker | 3% | 1% | 13% | 1% | 84% | 100% |
| Technical specialist | 1% | 1% | 2% | 4% | 93% | 100% |
| Other | 2% | 2% | 4% | 1% | 92% | 100% |
| Production Horticulture | n=36 | | | | | |
| Owner / manager | 86% | 17% | 6% | 0% | 0% | 100% |
| Supervisor | 31% | 0% | 11% | 0% | 58% | 100% |
| Farm worker / farm hand | 14% | 11% | 25% | 3% | 56% | 100% |
| Office manager / administration | 22% | 6% | 11% | 3% | 61% | 100% |
| Labourer (including pickers) | 17% | 8% | 58% | 3% | 28% | 100% |
| Machinery operator / maintenance | 11% | 0% | 8% | 3% | 78% | 100% |
| Stockman | 6% | 0% | 3% | 0% | 92% | 100% |
| QA / marketing / sales | 8% | 0% | 3% | 3% | 86% | 100% |
| Packing shed worker | 6% | 0% | 33% | 3% | 61% | 100% |
| Technical specialist | 0% | 0% | 6% | 6% | 89% | 100% |
| Other | 3% | 0% | 6% | 0% | 92% | 100% |
| Sugar Cane | n=31 | | | | | |
| Owner / manager | 94% | 19% | 3% | 0% | 0% | 100% |
| Supervisor | 6% | 0% | 3% | 0% | 90% | 100% |
| Farm worker / farm hand | 6% | 6% | 10% | 3% | 74% | 100% |
| Office manager / administration | 0% | 0% | 3% | 0% | 97% | 100% |
| Labourer (including pickers) | 3% | 0% | 23% | 3% | 74% | 100% |
| Machinery operator / maintenance | 10% | 6% | 6% | 3% | 74% | 100% |
| Stockman | 0% | 0% | 0% | 0% | 100% | 100% |
| QA / marketing / sales | 0% | 0% | 0% | 0% | 100% | 100% |
| Packing shed worker | 0% | 0% | 3% | 0% | 97% | 100% |
| Technical specialist | 0% | 0% | 0% | 0% | 100% | 100% |
| Other | 0% | 0% | 3% | 3% | 94% | 100% |

| | Type of employment | | | | | TOTAL |
|--------------------------------------|--------------------|-----------|-------------------|------------|---|-------|
| | Full time | Part time | Casual / seasonal | Contractor | Not applicable (do not employ staff in these roles) | |
| Beef Combined (Intensive & Pastoral) | n=31 | | | | | |
| Owner / manager | 90% | 19% | 0% | 0% | 3% | 100% |
| Supervisor | 10% | 3% | 0% | 0% | 87% | 100% |
| Farm worker / farm hand | 23% | 6% | 19% | 3% | 55% | 100% |
| Office manager / administration | 3% | 13% | 0% | 0% | 84% | 100% |
| Labourer (including pickers) | 10% | 3% | 26% | 3% | 65% | 100% |
| Machinery operator / maintenance | 3% | 0% | 10% | 13% | 74% | 100% |
| Stockman | 10% | 6% | 19% | 6% | 65% | 100% |
| QA / marketing / sales | 0% | 3% | 0% | 0% | 97% | 100% |
| Packing shed worker | 0% | 0% | 0% | 0% | 100% | 100% |
| Technical specialist | 3% | 0% | 0% | 6% | 90% | 100% |
| Other | 3% | 3% | 3% | 0% | 90% | 100% |

Q5b. And do these roles tend to be full time, part time, casual or contractor positions? READ OUT. MR.
(Base: Total Far North Queensland n=114)

1.1.5. Changes in staffing.

Table 8: New staff (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|--------------------------------------|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| New staff roles (Q6b) | | | | |
| Labourer (including pickers) | 16% | 28% | 3% | 10% |
| Farm worker / farm hand | 10% | 14% | 6% | 6% |
| Packing shed worker | 6% | 19% | 0% | 0% |
| Machinery operator / maintenance | 4% | 0% | 10% | 3% |
| Stockman | 1% | 0% | 0% | 3% |
| Sales / marketing / retail personnel | 1% | 0% | 0% | 3% |
| Other | 0% | 0% | 0% | 0% |
| Not applicable (no new staff) | 73% | 61% | 81% | 77% |

Q6b. With those new staff you employed within the last 12 months, what position descriptions were they filling? DO NOT READ OUT. MR (Base: Total Far North Queensland n=114)

Table 9: Sourcing of new staff (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|--|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| How new staff are sourced (Q7) | | | | |
| Through a contact / friend / family member (incl. word of mouth) | 60% | 47% | 68% | 77% |
| Backpacker lodgings | 20% | 53% | 10% | 3% |
| Newspaper ads | 11% | 19% | 0% | 13% |
| Walk-bys | 11% | 22% | 3% | 0% |
| Online job ads | 8% | 6% | 0% | 13% |
| Contractors used on a regular basis* | 4% | 3% | 10% | 3% |
| Labour hire company | 4% | 6% | 0% | 3% |
| Recruitment company | 4% | 6% | 6% | 0% |
| Ads on bulletin boards / around town | 2% | 3% | 3% | 0% |
| Facebook | 2% | 0% | 0% | 6% |
| Other | 1% | 0% | 3% | 0% |
| Do not source / look for staff* | 12% | 3% | 23% | 6% |

Q7. How do you currently source staff? DO NOT READ OUT. MR. (Base: Total Far North Queensland n=114)

* Response option added to pre-existing codeframe - coded up from 'other (specify)' verbatims

1.1.6. Current employment vacancies.

Table 10: Current employment vacancies (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|------------------------------------|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Current employment vacancies (Q8a) | | | | |
| Yes | 7% | 11% | 3% | 10% |
| No | 93% | 89% | 97% | 90% |
| Positions currently vacant (Q8b) | | | | |
| Machinery operator / maintenance | 3% | 6% | 3% | 0% |
| Farm worker / farm hand | 2% | 3% | 3% | 0% |
| Labourer (including pickers) | 2% | 0% | 0% | 6% |
| Owner / manager | 1% | 0% | 3% | 0% |
| Stockman | 1% | 0% | 0% | 3% |
| Other | 3% | 3% | 0% | 6% |
| Not applicable (no vacancy gaps) | 93% | 89% | 97% | 90% |

Q8a. Do you have any current vacancy gaps? (Base: Total Far North Queensland n=114)

Q8b. And what position descriptions are those vacancies for? DO NOT READ OUT. MR. (Base: Total Far North Queensland n=114)

1.1.7. Skills shortages.

Table 11: Skills shortages in entire workforce (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|---|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Types of skills shortages (entire workforce) (Q9a) | | | | |
| Strong work ethic | 5% | 6% | 6% | 6% |
| Positive attitude | 4% | 3% | 10% | 3% |
| IT / computer literacy | 4% | 8% | 0% | 6% |
| Previous farm / horticulture experience | 4% | 3% | 6% | 0% |
| Appropriate licence to operate | 4% | 0% | 3% | 10% |
| Managerial skills incl: manager / supervisor | 4% | 6% | 3% | 0% |
| Machinery skills – mechanical skills incl: maintenance / welding / fabricator | 4% | 3% | 3% | 6% |
| A person with common sense | 2% | 3% | 0% | 0% |
| Drivers incl: truck / forklift / tractors | 2% | 3% | 3% | 0% |
| Good social / communication skills | 1% | 3% | 0% | 0% |
| Adequate English and math skills | 1% | 3% | 0% | 0% |
| Machinery operators | 1% | 3% | 0% | 0% |
| Farm hands / farm skills | 1% | 0% | 0% | 0% |
| Irrigation operation skills | 1% | 3% | 0% | 0% |
| Other | 1% | 0% | 3% | 0% |
| No skills missing | 75% | 75% | 77% | 71% |

Q9a. Are there particular skills missing in your workforce? DO NOT READ OUT. MR. (Base: Total Far North Queensland n=114).

Table 8: Skills shortages amongst owners and managers (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|---|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=113 | n=36 | n=31 | n=31 |
| Skills shortages amongst owners and managers (Q9b)* | | | | |
| IT / Computer skills | 14% | 14% | 19% | 16% |
| Business management | 5% | 8% | 3% | 3% |
| Accounting / book keeping | 4% | 0% | 3% | 10% |
| Machinery skills | 4% | 3% | 6% | 0% |
| Marketing / sales skills | 4% | 8% | 0% | 0% |
| Technical skills / Technology | 4% | 0% | 3% | 6% |
| Financial management | 2% | 0% | 3% | 3% |
| Better understanding of horticulture | 2% | 0% | 3% | 0% |
| Drivers licences | 1% | 0% | 3% | 0% |
| Animal health | 1% | 0% | 3% | 0% |
| Agronomy | 1% | 0% | 3% | 0% |
| Chemical accreditation | 1% | 3% | 0% | 0% |
| Managerial skills | 1% | 0% | 0% | 0% |
| Other | 2% | 6% | 0% | 0% |
| No / nothing | 66% | 67% | 61% | 74% |

Q9b. As an owner or manager of the business, are there any particular skills you would like to improve on or have? RECORD VERBATIM (Base: Business owners and managers in Far North Queensland n=113)

* This question was open-ended capturing full verbatims. Verbatims have been coded into themes as shown above.

1.1.8. Qualifications and training.

Table 9: Qualifications and training (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|---|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Preference for staff with Certificate 2 and above qualifications (Q10a) | | | | |
| Yes | 21% | 22% | 23% | 16% |
| No | 72% | 78% | 58% | 81% |
| Don't know | 7% | 0% | 19% | 3% |
| Preferred delivery method for workforce training (Q10b) | | | | |
| Participating in workshops or classes | 25% | 11% | 29% | 23% |
| Hands on / on-site training | 25% | 39% | 19% | 23% |
| Field Days | 21% | 14% | 16% | 35% |
| Face to face training / face to face | 7% | 14% | 3% | 0% |
| By any means | 5% | 6% | 3% | 10% |
| Participating in online courses | 1% | 3% | 0% | 0% |
| Don't know | 10% | 11% | 16% | 3% |
| Other | 0% | 0% | 0% | 0% |
| Nothing | 6% | 3% | 10% | 6% |

Q10a. Is there a preference to employ staff with certificate 2 and above qualifications? DO NOT READ OUT. SR (Base: Total Far North Queensland n=114)

Q10b. What is your preferred delivery method for workforce training – e.g. face to face classes, online courses etc? DO NOT READ OUT. SR. (Base: Total Far North Queensland n=114)

Table 10: Impediments to training (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|--|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Impediments to training (Q10c) | | | | |
| Cost | 23% | 8% | 35% | 26% |
| Accessibility – distance to facilities | 13% | 3% | 6% | 26% |
| Time commitment | 12% | 17% | 13% | 13% |
| Attitude incl: finding the right people who willing to learn | 10% | 14% | 16% | 3% |
| Staff Motivation | 7% | 11% | 3% | 3% |
| Limited information on course content / options | 6% | 0% | 16% | 6% |
| Availability of courses | 3% | 3% | 3% | 3% |
| Decline in the industry / lack of jobs | 3% | 3% | 3% | 0% |
| Hard work – low wages | 3% | 3% | 3% | 3% |
| Don't need more staff / don't need training | 3% | 3% | 0% | 6% |
| Government rules and legislations incl: WH&S / employment red tape | 2% | 3% | 0% | 3% |
| Lack of interest from young people | 2% | 0% | 3% | 3% |
| Accessibility – online connectivity | 1% | 0% | 0% | 3% |
| Continuity of staff commitment | 1% | 0% | 0% | 3% |
| Lack of government support / funds | 1% | 3% | 0% | 0% |
| Lack of practical skills / experience on farm | 1% | 0% | 3% | 0% |
| Lost productivity / covering staff for training | 1% | 0% | 0% | 3% |
| Don't know | 26% | 25% | 29% | 26% |
| Other | 4% | 8% | 0% | 3% |
| Nothing | 7% | 8% | 6% | 3% |

Q10c. What, if anything, inhibits the training of staff in your industry? DO NOT READ OUT. MR (Base: Total Far North Queensland n=114)

1.1.9. Looking forward – employment numbers.

Table 11: Staff numbers in the next 2 years (Far North Queensland)

| | Nett 1 or more (% businesses likely to have ANY of these staff) | Number of staff | | | | | | TOTAL | Mean |
|---|---|-----------------|-----|-----|-----|-------------|------|-------|------|
| | | 0 | 1 | 2 | 3 | More than 3 | | | |
| Far North Queensland | | Minimum n=110 | | | | | | | |
| Full time | 33% | 67% | 10% | 10% | 5% | 7% | 100% | 1.1 | |
| Part time | 15% | 85% | 8% | 5% | 0% | 3% | 100% | 0.4 | |
| Casual | 43% | 57% | 7% | 5% | 4% | 27% | 100% | 8.3 | |
| Contract | 27% | 73% | 11% | 5% | 5% | 6% | 100% | 0.7 | |
| Production Horticulture | | Minimum n=34 | | | | | | | |
| Full time | 32% | 68% | 12% | 6% | 3% | 12% | 100% | 1.5 | |
| Part time | 14% | 86% | 9% | 3% | 0% | 3% | 100% | 0.4 | |
| Casual | 57% | 43% | 0% | 3% | 0% | 54% | 100% | 22.0 | |
| Contract | 21% | 79% | 9% | 3% | 0% | 9% | 100% | 0.6 | |
| Sugar Cane | | Minimum n=30 | | | | | | | |
| Full time | 48% | 52% | 10% | 17% | 10% | 10% | 100% | 1.4 | |
| Part time | 17% | 83% | 10% | 3% | 0% | 3% | 100% | 0.4 | |
| Casual | 41% | 59% | 10% | 7% | 0% | 24% | 100% | 2.8 | |
| Contract | 43% | 57% | 20% | 3% | 13% | 7% | 100% | 1.1 | |
| Beef Combined (Intensive & Pastoral) | | n=31 | | | | | | | |
| Full time | 19% | 81% | 6% | 6% | 3% | 3% | 100% | 0.5 | |
| Part time | 19% | 81% | 10% | 6% | 0% | 3% | 100% | 0.4 | |
| Casual | 39% | 61% | 16% | 6% | 6% | 10% | 100% | 1.1 | |
| Contract | 23% | 77% | 3% | 10% | 3% | 6% | 100% | 0.6 | |

Q11. How many people do you envisage employing full time, part time, casual or contract in the next 2 years? (Base: Total Far North Queensland, excluding those who indicated don't know, minimum n=110)

* NOTE: A small proportion of respondents indicated don't know to this question (3% or less). These responses are excluded from the charts above.

Table 12: Sample profile (Far North Queensland)

| | Total Far North Queensland | Production Horticulture | Sugar Cane | Beef Combined (Intensive & Pastoral) |
|--------------------------------------|----------------------------|-------------------------|------------|--------------------------------------|
| Sample size (unweighted) n= | n=114 | n=36 | n=31 | n=31 |
| Primary industry (SC4a) | | | | |
| Production Horticulture | 32% | 100% | 0% | 0% |
| Sugar Cane | 27% | 0% | 100% | 0% |
| Beef – Intensive & Pastoral combined | 27% | 0% | 0% | 100% |
| Nursery and Garden | 8% | 0% | 0% | 0% |
| Intensive Livestock | 5% | 0% | 0% | 0% |
| Sheep | 1% | 0% | 0% | 0% |
| Length of operation (Q15) | | | | |
| Less than 5 years | 4% | 6% | 0% | 0% |
| Between 5 - 10 years | 6% | 11% | 3% | 3% |
| Between 10 - 20 years | 17% | 14% | 6% | 26% |
| Between 20 - 50 years | 46% | 61% | 32% | 39% |
| More than 50 years | 27% | 8% | 58% | 32% |
| Employment status (SC5) | | | | |
| I am the sole or joint owner | 85% | 75% | 94% | 90% |
| I am a manager | 14% | 25% | 6% | 10% |
| I am an employee | 1% | 0% | 0% | 0% |
| Business role (SC3a) | | | | |
| A primary producer | 96% | 100% | 100% | 94% |
| A supplier to primary producers | 4% | 0% | 0% | 6% |
| Business type (Q13) | | | | |
| Family owned business | 99% | 100% | 97% | 100% |
| Corporate business | 1% | 0% | 3% | 0% |
| Annual turnover (Q14) | | | | |
| Less than \$1 million | 64% | 56% | 68% | 65% |
| \$1 million to \$4.9 million | 22% | 39% | 10% | 19% |
| \$5 million to \$19.9 million | 3% | 6% | 3% | 0% |
| \$20 million and over | 1% | 0% | 0% | 0% |
| Refused / don't know | 11% | 0% | 19% | 16% |

SC3a. *And is the business...? READ OUT. SR*

SC4a. *Which industry sector does the business generate its primary stream of income from? DO NOT READ OUT. SR*

SC5. *Which of the following best describes your employment status within the business? READ OUT. SR*

SC6. *And what is the postcode of the business's main site in Queensland?*

Q13. *Is your business a...? READ OUT. SR*

Q14. *What is the annual turnover of the business? READ OUT. SR*

Q15. *How long has the business been in operation? DO NOT READ OUT. SR*

Base: Total Far North Queensland (n=114)