

1. Findings: Regions.

1.1. South East Queensland

The following report presents the results of the Rural Industries Job and Skill Research for South East Queensland. Results are also provided for the top industry in the region; nursery and garden (38%).

A summary of the key results for South East Queensland is provided below.

- In South East Queensland, 39% of businesses employ staff on a full time basis and 19% currently employ part time staff.
- Less than half (42%) of businesses employ casual staff on an annual basis. The key roles performed by casuals include manual / general labour (24%), picking (8%) and planting (8%).
- Approximately one third of businesses (34%) in the region use contractors. The most common roles performed by contractors include manual / general labour (12%), transportation / driving (8%) and machinery operation (8%).
- One third of businesses (34%) have employed new staff in the past 12 months, with 42% sourcing staff through a contact / friend / family member (incl. word of mouth), 15% using online job advertisements and 10% using a recruitment company.
- In South East Queensland 8% of businesses currently have employment vacancies.
- Almost all businesses (82%) state there is no preference to employee staff with certificate 2 and above qualifications.

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 (South East 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
South East Queensland		n=119						
Full time staff	39%	61%	6%	8%	4%	22%	100%	4.1
Part time staff	19%	81%	5%	5%	2%	8%	100%	0.7
Nursery and Garden		n=42						
Full time staff	60%	40%	10%	12%	5%	33%	100%	5.2
Part time staff	26%	74%	7%	5%	0%	14%	100%	1.2

Q1. Excluding yourself and any family members, how many full time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total South East Queensland n=119)

Q2. Again excluding yourself and any family members, how many part time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total South East Queensland n=119)

1.1.2. Use of casual labour.

Table 2: Number of casual staff employed annually (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Nett 1 or more (% ANY)	42%	60%
0	58%	40%
1	9%	10%
2	4%	7%
3	3%	5%
More than 3	26%	38%
Mean	6.3	4.5

Q3a. And what about casual/seasonal staff on an annual basis? RECORD NUMBER 0 - 999 (Base: Total South East Queensland n=119)

Table 3: Casual labour roles (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Most common roles		
Manual / general labour / various jobs	24%	40%
Picking	8%	0%
Planting	8%	12%
Vegetation management incl. weeding, thinning, mowing, watering, pruning, garden maintenance etc*	8%	14%
Packing shed worker *	5%	5%
Least common roles		
Customer service incl. sales, retail*	3%	10%
Transportation / driving, i.e. operating tractors, forklifts, farm vehicles	3%	5%
Harvesting	3%	0%
Fencing	3%	0%
Machinery operation	2%	0%
Sorting*	2%	0%
Stockwork incl. mustering, cattlework, branding, husbandry, feeding stock*	2%	0%
Repairs & maintenance*	2%	2%
Irrigation	1%	0%
Spraying	1%	0%
Other	3%	5%
Not applicable - do not employ casual labour	58%	40%

Q3b. What does your casual labour do for you? DO NOT READ OUT. MR. (Base: Total South East Queensland n=119)

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

1.1.3. Contractor supply.

Table 4: Use of contractors (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Use of contractors (Q4a)		
Yes	34%	14%
No	66%	86%
Number of contractors (Q4b)		
0	66%	86%
1	18%	2%
2	4%	5%
3	4%	2%
More than 3	8%	5%
Mean	1.1	0.5

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 South East Queensland n=119)

Q4b. How many contractors do you use? RECORD NUMBER 0 - 999 (Base: Total South East Queensland n=119)

Table 5: Contractor roles (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Contractor roles (Q4c)		
Manual / general labour	12%	5%
Transportation / driving, i.e. operating tractors, forklifts, farm vehicles	8%	5%
Machinery operation	8%	2%
Harvesting	5%	0%
Vegetation management incl. weeding, thinning, moving, watering, pruning, garden maintenance etc.*	3%	0%
Planting	3%	5%
Fencing	3%	0%
Irrigation	2%	0%
Spraying	2%	0%
Picking	1%	0%
Stockwork incl. mustering, cattework, branding, husbandry, feeding stock*	1%	0%
Repairs & maintenance	1%	0%
Other	6%	0%
Not applicable (do not employ contractors)	66%	86%

Q4c. What do your contractors do for you? DO NOT READ OUT. MR (Base: Total South East Queensland n=119)

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

1.1.4. Employment positions.

Table 6: Position descriptions occupied (South East 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
South East Queensland		n=119						
Owner / manager	97%	3%	29%	47%	9%	12%	100%	2.3
Office manager / administration	33%	67%	18%	9%	1%	4%	100%	1.0
Supervisor	32%	68%	15%	8%	3%	6%	100%	0.7
Labourer (including pickers)	28%	72%	4%	4%	0%	19%	100%	3.0
Machinery operator / maintenance	27%	73%	11%	8%	3%	5%	100%	0.6
Farm worker / farm hand	22%	78%	4%	4%	0%	13%	100%	2.6
Technical specialist	20%	80%	14%	3%	1%	2%	100%	0.4
QA / marketing / sales	17%	83%	8%	3%	2%	5%	100%	0.8
Packing shed worker	16%	84%	2%	2%	1%	12%	100%	1.7
Stockman	5%	95%	3%	0%	0%	2%	100%	0.2
Other	10%	90%	4%	1%	0%	5%	100%	0.3
Nursery and Garden		n=42						
Owner / manager	100%	0%	31%	48%	10%	12%	100%	2.1
Office manager / administration	48%	52%	26%	12%	2%	7%	100%	1.6
Supervisor	40%	60%	19%	12%	2%	7%	100%	0.8
Labourer (including pickers)	36%	64%	0%	12%	0%	24%	100%	2.9
Machinery operator / maintenance	26%	74%	5%	12%	2%	7%	100%	0.8
Farm worker / farm hand	10%	90%	0%	2%	0%	7%	100%	2.1
Technical specialist	24%	76%	21%	0%	0%	2%	100%	0.5
QA / marketing / sales	19%	81%	7%	5%	5%	2%	100%	0.7
Packing shed worker	19%	81%	2%	2%	0%	14%	100%	1.2
Stockman	2%	98%	0%	0%	0%	2%	100%	0.1
Other	10%	90%	5%	0%	0%	5%	100%	0.4

Q5a. Can you indicate how many employees you have using each of the following position descriptions?
 READ OUT. (Base: Total South East Queensland n=119)

Table 7: Types of roles versus type of employment (South East Queensland)

	Type of employment					TOTAL
	Full time	Part time	Casual / seasonal	Contractor	Not applicable (do not employ staff in these roles)	
South East Queensland	n=119					
Owner / manager	82%	24%	5%	0%	3%	100%
Supervisor	27%	3%	3%	2%	68%	100%
Office manager / administration	23%	8%	6%	0%	67%	100%
Machinery operator / maintenance	15%	3%	7%	6%	73%	100%
QA / marketing / sales	15%	0%	1%	2%	83%	100%
Farm worker / farm hand	13%	5%	11%	3%	78%	100%
Technical specialist	13%	1%	2%	5%	80%	100%
Labourer (including pickers)	8%	4%	18%	4%	72%	100%
Packing shed worker	7%	5%	9%	2%	84%	100%
Stockman	5%	0%	0%	0%	95%	100%
Other	4%	3%	2%	3%	90%	100%
Nursery and Garden	n=42					
Owner / manager	88%	24%	5%	0%	0%	100%
Supervisor	38%	0%	2%	5%	60%	100%
Office manager / administration	33%	10%	10%	0%	52%	100%
Machinery operator / maintenance	17%	2%	12%	0%	74%	100%
QA / marketing / sales	17%	0%	2%	2%	81%	100%
Farm worker / farm hand	5%	5%	10%	0%	90%	100%
Technical specialist	14%	2%	2%	5%	76%	100%
Labourer (including pickers)	12%	7%	29%	2%	64%	100%
Packing shed worker	10%	7%	12%	2%	81%	100%
Stockman	2%	0%	0%	0%	98%	100%
Other	7%	0%	2%	0%	90%	100%

Q5b. And do these roles tend to be full time, part time, casual or contractor positions? READ OUT. MR.
(Base: Total South East Queensland n=119)

1.1.5. Changes in staffing.

Table 8: New staff (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
New staff roles (Q6b)		
Labourer (including pickers)	15%	29%
Farm worker / farm hand	13%	19%
Owner / manager	3%	7%
Sales / marketing / retail personnel	3%	5%
Packing shed worker *	3%	2%
Machinery operator / maintenance	2%	2%
Office manager / administration	1%	0%
Technical specialist	1%	0%
Stockman	1%	0%
Other	6%	10%
Not applicable (no new staff)	66%	45%

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 South East Queensland n=119)

Table 9: Sourcing of new staff (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
How new staff are sourced (Q7)		
Through a contact / friend / family member (incl. word of mouth)	42%	31%
Online job ads	15%	29%
Recruitment company	10%	12%
Newspaper ads	9%	10%
Walk-bys	7%	10%
Labour hire company	5%	5%
Backpacker lodgings	3%	2%
Contractors used on a regular basis*	3%	5%
Ads on-site e.g. sign on gate / window	2%	2%
Ads on bulletin boards / around town	2%	2%
Through the unis / TAFEs / accreditation courses / other education	1%	2%
Other	1%	0%
Do not source / look for staff*	27%	21%

Q7. How do you currently source staff? DO NOT READ OUT. MR. (Base: Total South East Queensland n=119)

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

1.1.6. Current employment vacancies.

Table 10: Current employment vacancies (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Current employment vacancies (Q8a)		
Yes	8%	7%
No	92%	93%
Positions currently vacant (Q8b)		
Farm worker / farm hand	3%	0%
Labourer (including pickers)	2%	5%
Machinery operator / maintenance	1%	0%
Packing shed worker*	1%	0%
Other	2%	2%
Not applicable (no vacancy gaps)	92%	93%

Q8a. Do you have any current vacancy gaps? (Base: Total South East Queensland n=119)

Q8b. And what position descriptions are those vacancies for? DO NOT READ OUT. MR. (Base: Total South East Queensland n=119)

1.1.7. Skills shortages.

Table 11: Skills shortages in entire workforce (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Types of skills shortages (entire workforce) (Q9a)		
A person with common sense	3%	2%
Drivers incl: truck / forklift / tractors	3%	2%
Machinery skills – mechanical skills incl: maintenance / welding / fabricator	3%	0%
Stock knowledge incl: mustering, cattle handling	3%	0%
Machinery operators	2%	2%
Managerial skills incl: manager / supervisor	2%	2%
Strong work ethic	1%	2%
Previous farm / horticulture experience	1%	2%
IT / computer literacy	1%	2%
Appropriate licence to operate	1%	0%
Accounting / finance	1%	2%
Good experienced workers	1%	0%
Farm hands / farm skills	1%	0%
Other	3%	2%
No skills missing	81%	83%

Q9a. Are there particular skills missing in your workforce? DO NOT READ OUT. MR. (Base: Total South East Queensland n=119)

Table 12: Skills shortages amongst owners and managers (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=104	n=34
Skills shortages amongst owners and managers (Q9b)*		
Marketing / sales skills	7%	9%
IT / Computer skills	5%	9%
Business management	4%	3%
Managerial skills	4%	3%
Accounting / book keeping	3%	0%
Financial management	2%	3%
Chemical accreditation	2%	0%
Office admin skills	1%	0%
Machinery skills	1%	0%
Technical skills / technology	1%	3%
Animal health	1%	0%
Agronomy	1%	0%
Better understanding of horticulture	1%	3%
Other	3%	3%
No / nothing	71%	71%

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 South East Queensland n=104)

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

1.1.8. Qualifications and training.

Table 13: Qualifications and training (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Preference for staff with Certificate 2 and above qualifications (Q10a)		
Yes	16%	26%
No	82%	74%
Don't know	2%	0%
Preferred delivery method for workforce training (Q10b)		
Field days	31%	33%
Participating in workshops or classes	27%	31%
Hands on / on-site training	14%	14%
Participating in online courses	4%	7%
By any means	3%	0%
Face to face training / face to face	3%	5%
Reading materials at own pace	1%	0%
College / TAFE	1%	0%
Don't know	9%	5%
Other	0%	0%
Nothing / no training necessary	6%	5%

Q10a. Is there a preference to employ staff with certificate 2 and above qualifications? DO NOT READ OUT. SR. (Base: Total South East Queensland n=119)

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 South East Queensland n=119)

Table 14: Impediments to training (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Impediments to training (Q10c)		
Cost	13%	12%
Time commitment	13%	10%
Staff motivation	8%	10%
Attitude incl: finding the right people who willing to learn	5%	5%
Accessibility - distance to facilities	4%	5%
Lack of practical skills / experience on farm	4%	5%
Don't need more staff / don't need training	3%	5%
Government rules and legislations incl: WH&S / employment red tape	3%	2%
Availability of courses	3%	2%
Decline in the industry / lack of job	3%	5%
Lack of interest from young people	3%	2%
Hard work - low wages	3%	2%
Accessibility – online connectivity	2%	0%
Limited information on course content / options	2%	0%
Availability of skilled trainers	2%	2%
Language barriers	2%	0%
Continuity of staff commitment	2%	0%
Lack of government support / funds	2%	5%
Lost productivity / covering staff for training	1%	0%
Don't know	32%	33%
Other	3%	2%
Nothing	8%	14%

Q10c. What, if anything, inhibits the training of staff in your industry? DO NOT READ OUT. MR (Base: Total South East Queensland n=119)

1.1.9. Looking forward – employment numbers.

Table 15: Staff numbers in the next 2 years (South East 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			
South East Queensland		Minimum n=115							
Full time	32%	68%	9%	6%	3%	15%	100%	1.8	
Part time	18%	82%	6%	6%	0%	6%	100%	0.8	
Casual	31%	69%	7%	7%	2%	16%	100%	4.6	
Contract	18%	82%	7%	5%	1%	5%	100%	0.5	
Nursery and Garden		Minimum n=41							
Full time	43%	57%	10%	5%	10%	19%	100%	1.9	
Part time	22%	78%	2%	10%	0%	10%	100%	1.3	
Casual	46%	54%	10%	10%	5%	22%	100%	4.4	
Contract	5%	95%	0%	2%	0%	2%	100%	0.2	

Q11. How many people do you envisage employing full time, part time, casual or contract in the next 2 years? (Base: Total South East Queensland, excluding those who indicated don't know minimum n=115)

* 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 16: Sample profile (South East Queensland)

	Total South East Queensland	Nursery and Garden
Sample size (unweighted) n=	n=119	n=42
Primary Industry (SC4a)		
Nursery and Garden	35%	100%
Production Horticulture	24%	0%
Beef – Intensive & Pastoral combined	18%	0%
Intensive Livestock	16%	0%
Grain and Feed	4%	0%
Sugar Cane	2%	0%
Sheep	1%	0%
Length of operation (Q15)		
Less than 5 years	4%	5%
Between 5 - 10 years	8%	5%
Between 10 - 20 years	24%	29%
Between 20 - 50 years	45%	57%
More than 50 years	20%	5%
Employment status (SC5)		
I am the sole or joint owner	73%	57%
I am a manager	14%	24%
I am an employee	13%	19%
Business role (SC3a)		
A primary producer	85%	69%
A supplier to primary producers	15%	31%
Business type (Q13)		
Family owned business	92%	88%
Corporate business	8%	12%
Annual turnover (Q14)		
Less than \$1 million	64%	57%
\$1 million to \$4.9 million	15%	26%
\$5 million to \$19.9 million	5%	5%
\$20 million and over	2%	0%
Refused/ don't know	14%	12%

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

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 South East Queensland 119)