

1. Findings: Regions.

1.1. Wide Bay Burnett

The following report presents the results of the Rural Industries Job and Skill Research for the Wide Bay Burnett region. Results are also provided for the beef industry (intensive and pastoral) as it is the top industry in the region (32%).

A summary of the key results for the Wide Bay Burnett region is provided below.

- In the Wide Bay Burnett region, 37% of businesses employ casual staff. Casuals generally perform manual / general labour (15%), picking (9%) and harvesting (8%) roles.
- Less than half of businesses (43%) use contractors. The most common roles performed by contractors include harvesting (17%), manual / general labour (9%) and transportation / driving (7%).
- One fifth of businesses (20%) have employed new staff in the past 12 months, with 56% sourcing new staff through a contact / friend / family member (incl. word of mouth).
- In the Wide Bay Burnett region 6% of businesses currently have employment vacancies.
- Less than one in ten (6%) businesses state that previous farm / horticulture experience is missing from the workforce. The majority of businesses (81%) however state that no skills are missing from their workforce.
- Almost all businesses (81%) state there is no preference to employee staff with certificate 2 and above qualifications.
- The main factor that inhibits the training of staff in the Wide Bay Burnett region is cost (25%).

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 (Wide Bay Burnett)

	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
Wide Bay Burnett		n=139						
Full time staff	27%	73%	9%	7%	1%	9%	100%	1.3
Part time staff	18%	82%	9%	4%	2%	3%	100%	0.5
Beef Combined (Intensive & Pastoral)		n=44						
Full time staff	14%	86%	2%	5%	0%	7%	100%	0.8
Part time staff	7%	93%	7%	0%	0%	0%	100%	0.1

Q1. Excluding yourself and any family members, how many full time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total Wide Bay Burnett n=139)

Q2. Again excluding yourself and any family members, how many part time staff do you employ? RECORD NUMBER 0 - 999 (Base: Total Wide Bay Burnett n=139)

1.1.2. Use of casual labour.

Table 2: Number of casual staff employed annually (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Nett 1 or more (% ANY)	37%	20%
0	63%	80%
1	9%	7%
2	9%	9%
3	4%	0%
More than 3	15%	5%
Mean	4.5	0.5

Q3a. And what about casual/seasonal staff on an annual basis? RECORD NUMBER 0 - 999 (Base: Total Wide Bay Burnett n=139)

Table 3: Casual labour roles (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Most common roles		
Manual / general labour / various jobs	15%	11%
Picking	9%	0%
Harvesting	8%	2%
Planting	6%	0%
Transportation / Driving, i.e. operating tractors, forklifts, farm vehicles	4%	2%
Stockwork incl. mustering, cattework, branding, husbandry, feeding stock*	4%	11%
Vegetation management incl. weeding, thinning, mowing, watering, pruning, garden maintenance etc*	4%	0%
Least common roles		
Irrigation	1%	0%
Fencing	1%	2%
Customer service incl. sales, retail*	1%	0%
Machinery operation	1%	0%
Build modules	1%	0%
Repairs & maintenance*	1%	0%
Other	4%	0%
Not applicable - do not employ casual labour	63%	80%

Q3b. What does your casual labour do for you? DO NOT READ OUT. MR. (Base: Total Wide Bay Burnett n=139)

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

1.1.3. Contractor supply.

Table 4: Use of contractors (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Use of contractors (Q4a)		
Yes	43%	45%
No	57%	55%
Number of contractors (Q4b)		
0	57%	55%
1	22%	27%
2	9%	7%
3	4%	7%
More than 3	8%	5%
Mean	1.1	0.9

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 Wide Bay Burnett n=139)

Q4b How many contractors do you use? RECORD NUMBER 0 - 999 (Base: Total Wide Bay Burnett n=139)

Table 5: Contractor roles (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Contractor roles (Q4c)		
Harvesting	17%	5%
Manual / general labour / various jobs	9%	11%
Transportation/Driving, i.e. operating tractors, forklifts, farm vehicles	7%	5%
Planting	5%	0%
Stockwork incl. mustering, cattlework, branding, husbandry, feeding stock*	5%	16%
Picking	4%	0%
Machinery operator / maintenance	4%	5%
Spraying	3%	5%
Fencing	3%	9%
Other	3%	5%
Not applicable (do not employ contractors)	57%	55%

Q4c. What do your contractors do for you? DO NOT READ OUT. MR (Base: Total Wide Bay Burnett n=139)

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

1.1.4. Employment positions.

Table 6: Position descriptions occupied (Wide Bay Burnett)

	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
Wide Bay Burnett		n=139						
Owner / manager	99%	1%	28%	50%	9%	12%	100%	2.1
Farm worker / farm hand	42%	58%	15%	9%	5%	13%	100%	1.5
Machinery operator / maintenance	29%	71%	15%	10%	1%	3%	100%	0.6
Office manager / administration	29%	71%	22%	5%	1%	0%	100%	0.4
Labourer (including pickers)	24%	76%	3%	4%	3%	14%	100%	2.6
Supervisor	19%	81%	9%	6%	3%	1%	100%	0.4
QA / marketing / sales	11%	89%	7%	3%	0%	1%	100%	0.2
Stockman	9%	91%	1%	6%	0%	2%	100%	0.3
Technical specialist	9%	91%	8%	1%	1%	0%	100%	0.1
Packing shed worker	7%	93%	1%	3%	1%	2%	100%	0.9
Other	5%	95%	3%	1%	0%	1%	100%	0.1
Beef Combined (Intensive & Pastoral)		n=44						
Owner / manager	100%	0%	30%	50%	11%	9%	100%	2.1
Farm worker / farm hand	27%	73%	11%	5%	7%	5%	100%	0.7
Machinery operator / maintenance	25%	75%	11%	7%	0%	7%	100%	0.6
Office manager / administration	20%	80%	18%	2%	0%	0%	100%	0.2
Labourer (including pickers)	11%	89%	0%	2%	2%	7%	100%	0.8
Supervisor	2%	98%	0%	0%	2%	0%	100%	0.1
QA / marketing / sales	5%	95%	5%	0%	0%	0%	100%	0.0
Stockman	18%	82%	0%	14%	0%	5%	100%	0.5
Technical specialist	2%	98%	2%	0%	0%	0%	100%	0.0
Packing shed worker	0%	100%	0%	0%	0%	0%	100%	0.0
Other	5%	95%	2%	0%	0%	2%	100%	0.1

Q5a. Can you indicate how many employees you have using each of the following position descriptions?
 READ OUT. (Base: Total Wide Bay Burnett n=139)

Table 7: Types of roles versus type of employment (Wide Bay Burnett)

	Type of employment					TOTAL
	Full time	Part time	Casual / seasonal	Contractor	Not applicable (do not employ staff in these roles)	
Wide Bay Burnett	n=139					
Owner / manager	83%	26%	7%	0%	1%	100%
Farm worker / farm hand	21%	7%	18%	1%	58%	100%
Machinery operator / maintenance	12%	6%	9%	5%	71%	100%
Stockman	3%	5%	1%	1%	91%	100%
Office manager / administration	12%	13%	5%	1%	71%	100%
Supervisor	14%	2%	4%	0%	81%	100%
Labourer (including pickers)	9%	2%	15%	3%	76%	100%
QA / marketing / sales	4%	4%	4%	0%	89%	100%
Technical specialist	4%	1%	2%	2%	91%	100%
Packing shed worker	3%	1%	5%	0%	93%	100%
Other	1%	1%	1%	2%	95%	100%
Beef Combined (Intensive & Pastoral)	n=44					
Owner / manager	80%	27%	9%	0%	0%	100%
Farm worker / farm hand	11%	5%	11%	2%	73%	100%
Machinery operator / maintenance	5%	9%	5%	7%	75%	100%
Stockman	2%	9%	5%	2%	82%	100%
Office manager / administration	9%	11%	0%	0%	80%	100%
Supervisor	2%	0%	0%	0%	98%	100%
Labourer (including pickers)	9%	0%	7%	0%	89%	100%
QA / marketing / sales	0%	2%	2%	0%	95%	100%
Technical specialist	0%	0%	2%	0%	98%	100%
Packing shed worker	0%	0%	0%	0%	100%	100%
Other	0%	0%	0%	5%	95%	100%

Q5b. And do these roles tend to be full time, part time, casual or contractor positions? READ OUT. MR.
(Base: Total Wide Bay Burnett n=139)

1.1.5. Changes in staffing.

Table 8: New staff (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
New staff roles (Q6b)		
Labourer (including pickers)	7%	5%
Farm worker / farm hand	6%	5%
Machinery operator / maintenance	4%	2%
Stockman	2%	0%
Sales / marketing / retail personnel	2%	0%
Technical specialist	1%	2%
Office manager / administration	1%	2%
Packing shed worker	1%	0%
Other	1%	0%
Not applicable (no new staff)	80%	89%

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 Wide Bay Burnett n=139)

Table 9: Sourcing of new staff (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
How new staff are sourced (Q7)		
Through a contact / friend / family member (incl. word of mouth)	56%	66%
Online job ads	9%	2%
Newspaper ads	8%	7%
Recruitment company	7%	5%
Walk-bys	4%	0%
Backpacker lodgings	4%	0%
Contractors used on a regular basis	3%	5%
Ads on bulletin boards / around town	2%	5%
Facebook	2%	2%
Labour hire company	1%	0%
Through the unis / TAFEs / accreditation courses / other education	1%	2%
Ads on-site e.g. sign on gate / window	1%	0%
Immigration agency	1%	0%
Other	1%	0%
Do not source / look for staff*	24%	23%

Q7. How do you currently source staff? DO NOT READ OUT. MR. (Base: Total Wide Bay Burnett n=139)

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

1.1.6. Current employment vacancies.

Table 10: Current employment vacancies (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Current employment vacancies (Q8a)		
Yes	6%	2%
No	94%	98%
Positions currently vacant (Q8b)		
Farm worker / farm hand	2%	0%
Machinery operator / maintenance	2%	2%
Stockman	1%	0%
Owner / manager	1%	0%
Supervisor	1%	0%
Labourer (including pickers)	1%	0%
Office manager / administration	1%	0%
Other	0%	0%
Not applicable (no gaps)	94%	98%

Q8a. Do you have any current vacancy gaps? (Base: Total Wide Bay Burnett n=139)

Q8b. And what position descriptions are those vacancies for? DO NOT READ OUT. MR (Base: Total Wide Bay Burnett n=139)

1.1.7. Skills shortages.

Table 11: Skills shortages in entire workforce (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Types of skills shortages (entire workforce) (Q9a)		
Previous farm / horticulture experience	6%	0%
Strong work ethic	3%	5%
IT / computer literacy	3%	0%
Positive attitude	2%	2%
Good experienced workers	2%	0%
Appropriate licence to operate	1%	0%
Drivers incl: truck / forklift / tractors	1%	0%
Managerial skills incl: manager / supervisor	1%	0%
Machinery skills - Mechanical skills incl: maintenance / welding / fabricator	1%	2%
Good social / communication skills	1%	0%
Adequate English and math skills	1%	0%
Accounting / finance	1%	0%
Fencing	1%	0%
Marketing / sales	1%	0%
Stock knowledge incl: mustering, cattle handling	1%	0%
Other	2%	0%
No skills missing	81%	93%

Q9a. Are there particular skills missing in your workforce? DO NOT READ OUT. MR. (Base: Total Wide Bay Burnett n=139)

Table 12: Skills shortages amongst owners and managers (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=133	n=42
Skills shortages amongst owners and managers (Q9b)*		
IT / computer skills	15%	12%
Accounting / book keeping	7%	12%
Business management	5%	10%
Financial management	4%	5%
Marketing / sales skills	3%	2%
Machinery skills incl: maintenance / welding / fabricator	3%	2%
Technical skills / Technology	2%	2%
Animal health incl: animal husbandry / nutrition / pregnancy testing / veterinary skills	2%	2%
Managerial skills incl: manager / supervisor	2%	2%
Office admin skills	2%	0%
BMP Accredited	2%	5%
Drivers licences incl: truck / forklift / tractors	1%	0%
Agronomy	1%	2%
Better understanding of horticulture	1%	0%
Other	0%	0%
No / nothing	67%	67%

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 Wide Bay Burnett n=133)

* 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 (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Preference for staff with Certificate 2 and above qualifications (Q10a)		
Yes	16%	9%
No	81%	84%
Don't know	4%	7%
Preferred delivery method for workforce training (Q10b)		
Participating in workshops or classes	27%	16%
Field days	26%	27%
Hands on / on-site training	19%	20%
Face to face training / face to face	7%	7%
Participating in online courses	4%	5%
By any means	3%	5%
College / TAFE	2%	7%
Participating in webinars	1%	0%
Don't know	11%	14%
Other	0%	0%
Nothing / no training necessary	1%	0%

Q10a. Is there a preference to employ staff with certificate 2 and above qualifications? DO NOT READ OUT. SR (Base: Total Wide Bay Burnett n=139)

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 Wide Bay Burnett n=139)

Table 14: Impediments to training (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Impediments to training (Q10c)		
Cost	25%	34%
Time commitment	16%	16%
Accessibility - distance to facilities	10%	16%
Attitude incl: finding the right people who willing to learn	6%	5%
Staff motivation	5%	0%
Availability of courses	5%	11%
Availability of skilled trainers	4%	7%
Don't need more staff / don't need training	3%	2%
Limited information on course content / options	3%	7%
Lack of practical skills / experience on farm	3%	5%
Language barriers	2%	0%
Decline in the industry / lack of jobs	2%	0%
Lack of interest from young people	2%	2%
Accessibility - online connectivity	1%	2%
Continuity of staff commitment	1%	0%
Lost productivity / covering staff for training	1%	5%
Government rules and legislations incl: WH&S / employment red tape	1%	0%
Insurance risk	1%	0%
Lack of government support / funds	1%	2%
Hard work - low wages	1%	0%
Don't know	27%	23%
Other	1%	0%
Nothing	5%	5%

Q10c. What, if anything, inhibits the training of staff in your industry? DO NOT READ OUT. MR. (Base: Total Wide Bay Burnett n=139)

1.1.9. Looking forward – employment numbers.

Table 15: Staff numbers in the next 2 years (Wide Bay Burnett)

	Nett 1 or more (% businesses likely to have ANY of these staff)	Number of staff						
		0	1	2	3	More than 3	TOTAL	Mean
Wide Bay Burnett		Minimum n=135						
Full time	28%	72%	7%	7%	5%	8%	100%	1.0
Part time	14%	86%	9%	2%	2%	1%	100%	0.2
Casual	30%	70%	7%	8%	2%	13%	100%	4.0
Contract	20%	80%	6%	7%	1%	6%	100%	0.6
Beef Combined (Intensive & Pastoral)		Minimum n=44						
Full time	18%	82%	7%	9%	0%	2%	100%	0.5
Part time	7%	93%	2%	5%	0%	0%	100%	0.1
Casual	16%	84%	5%	9%	0%	2%	100%	0.5
Contract	16%	84%	5%	2%	0%	9%	100%	0.8

Q11. How many people do you envisage employing full time, part time, casual or contract in the next 2 years? (Base: Total Wide Bay Burnett, excluding those who indicated don't know minimum n=135)

* 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 (Wide Bay Burnett)

	Total Wide Bay Burnett	Beef Combined (Intensive & Pastoral)
Sample size (unweighted) n=	n=139	n=44
Primary industry (SC4a)		
Beef - intensive or pastoral combined	32%	100%
Production Horticulture	20%	0%
Intensive Livestock	19%	0%
Sugar Cane	14%	0%
Grain and Feed	6%	0%
Cotton	5%	0%
Nursery and Garden	5%	0%
Length of operation (Q15)		
Less than 5 years	3%	5%
Between 5 - 10 years	6%	7%
Between 10 - 20 years	14%	9%
Between 20 - 50 years	46%	41%
More than 50 years	30%	39%
Employment status (SC5)		
I am the sole or joint owner	88%	84%
I am a manager	8%	11%
I am an employee	4%	5%
Business role (SC3a)		
A primary producer	95%	95%
A supplier to primary producers	5%	5%
Business type (Q13)		
Family owned business	98%	98%
Corporate business	2%	2%
Annual turnover (Q14)		
Less than \$1 million	73%	95%
\$1 million to \$4.9 million	20%	5%
\$5 million to \$19.9 million	2%	0%
\$20 million and over	0%	0%
Refused/ don't know	5%	0%

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 Wide Bay Burnett n=139)