

# QUEENSLAND RURAL JOBS AND SKILLS ALLIANCE (RJSA) 2018 - 2021 STRATEGIC PLAN



## OUR PURPOSE

To ensure a sustainable agricultural workforce for Queensland

## OUR MISSION

To identify agricultural workforce needs and seek effective solutions

## OUR VISION

### Providing Value

We support producers, agricultural businesses, government and training service providers to make the best decisions on skills, jobs and training through our networks and expertise; and enable initiatives for them to attract, develop and retain an industry workforce needed to sustain growth.

### Representative of Industry and Connecting Stakeholders

We provide professional advice on current and emerging agricultural workforce needs. We collect and analyse industry intelligence and data, supported by on-ground evidence, to assist government policies and programs, and those of other service providers, to enable effective responses that align with industry priorities.

## OBJECTIVE 1

To provide advice, feedback and recommendations to government for evidence-based policies and the development of programs designed to attract, develop and retain a skilled workforce for agriculture and related industries

### Goal 1:

To ensure that national training package developments are relevant to Queensland agriculture industries' needs

### Goal 2:

To provide advice to current Federal/State policies and programs aimed to address workforce issues to ensure they meet the needs of the Queensland agriculture industry

### Strategy 1:

Provide advice to AISC's Skills Service Organisation (Skills Impact) and other federal agencies and regulators responsible for VET products and training

### Strategy 1:

Provide strategic advice on major projects led by DAF, DESBT, Jobs Queensland, federal agencies and consultants

### Strategy 2:

Provide evidence-based feedback to policy discussions and discussion papers relevant to workforce issues and training for Queensland agriculture

### Strategy 3:

Leverage funding to develop initiatives to address workforce issues that will benefit the Queensland agriculture industry



## OBJECTIVE 2

To be the main reference hub for industry evidence identifying current and emergent workforce needs through a systematic approach to collate and analyse industry intelligence and data

### Goal 1:

To ensure that relevant data on current and emerging industry skills & labour training requirements is appropriately curated, analysed and effectively disseminated

### Strategy 1:

Assess the most useful sources of data relevant to industry and create a registry resource for data collation

### Strategy 2:

Apply appropriate levels of industry consultation and reference to 'ground-truth' information derived from collated data and provide evidence-based analysis using available and, where necessary, on-demand expertise

### Strategy 3:

Disseminate analysis of industry intelligence on workforce needs to stakeholders in order to inform the improvement of best practice and policy decisions

### Goal 2:

To introduce an industry-recognised platform that provides a guide to the effectiveness of training providers (PQS RTOs) to deliver outcomes aligned with industry priorities

### Strategy 1:

Improve the level of information available to Alliance members regarding the performance of training providers at the regional level

## OBJECTIVE 3

To guide investment to implement programs to attract, develop, and retain a skilled workforce that will benefit Queensland agriculture's growth

### Goal 1:

To guide and advise initiatives that aim to attract and inspire new workers to the Queensland agriculture industry

### Strategy 1:

Provide advice and support to initiatives that aim at improving the understanding of students, educators and career advisors about the career opportunities offered by our industries

### Strategy 2:

Provide advice and support to programs and policies that aim to improve the uptake of apprenticeships, internships and mentoring programs by agriculture industries in order to provide the skilled workforce that businesses need to succeed and grow

### Goal 2:

To improve the skills of the agriculture workforce to be able to meet the current and emerging needs of industry

### Strategy 1:

Ensure that available training opportunities for the industry are relevant to business needs

### Strategy 2:

Enable training programs that address identified current and emerging cross-sectoral skills needs

## OBJECTIVE 4

To be an industry-recognised body that engages effectively with stakeholders and informs relevant government agencies, service providers and other organisations about employment, skills, and workforce development programs that support Queensland agriculture's sustainable growth

### Goal 1:

To identify stakeholders within and across the agribusiness supply-chain and determine the most appropriate channels for engagement

### Strategy 1:

Develop and implement a stakeholder engagement strategy

### Goal 2:

To be an industry body recognised by Queensland agriculture, service providers, governments and other organisations as a main reference point with respect to employment, skills, training and workforce planning

### Strategy 1:

Develop and implement a communications strategy

### Strategy 2:

Increase awareness of the RJSA's role in various fora including governmental and intra-industry networking events

### Strategy 3:

Establish and improve closer relationships with Registered Training Organisations (RTOs) that deliver sector appropriate outcomes for industry