



# Queensland Agriculture Workforce Network

## AGRICULTURE SKILLS NEEDS: CERTIFICATE III IN RURAL OPERATIONS

### Background

In 2015/2016 the Queensland Rural Jobs and Skills Alliance (RJSA) sought data to determine the Queensland agriculture industry's skills demand. Colmar Brunton was commissioned to undertake market research and conducted 993 telephone surveys across a number of industry groups, including Production Horticulture; Beef industry, Cotton, Grain and Feed, Intensive Livestock (poultry, dairy, pigs), Nursery and Garden, and Sugar Cane. The responses below are based on the survey feedback. While not linked to any particular qualification or specific agriculture sector it does provide an insight into the skills desired by the agriculture sector in general.

### 1. Industry's top business needs

Industry was asked if there were any particular skills missing in their workforce. 22% of survey respondents reported some form of skills shortage. Machinery or mechanical skills (including maintenance, welding and fabrication), information technology, computer skills, truck/forklift/tractor driving skills and manager/supervisor skills were all on the top of the list.

#### The top skill needs Queensland wide, other than previous experience and a good work ethic were:

- Machinery skills including maintenance / welding / fabricator
- IT / computer literacy
- Driving skills including truck / forklift / tractors
- Managerial / supervisory skills
- Appropriate licences

### 2. Preferred units in Certificate 3 in Rural Operations [AHC32816](#)

Anecdotal evidence that has been gathered over a number of years indicates that the following units are preferable. Note that there are many units that are relevant but these are the most preferred units. While each region has common skill needs, the desired units will vary even within sectors.



## CERTIFICATE III IN RURAL OPERATIONS

### Core (compulsory units):

[AHCWHS301](#)

Contribute to work health and safety processes

[AHCWRK309](#)

Apply environmentally sustainable work practices

### Must select 14 elective units. Any of the following would be desirable:

#### PRODUCTION HORTICULTURE

[AHCBAC305](#)

Undertake preparation of land for agricultural crop production

[AHCBAC307](#)

Maintain agricultural crops

[AHCBAC308](#)

Undertake agricultural crop harvesting activities

[AHCBIO305](#)

Apply biosecurity measures

[AHCBUS301](#)

Use hand held e-business tools

[AHCCHM303](#)

Prepare and apply chemicals

[AHCCHM304](#)

Transport and store chemicals

[AHCIRG333](#)

Maintain pressurised irrigation systems

[AHCIRG303A](#)

Measure irrigation delivery system performance

[AHCMOM202](#)

Operate tractors

[AHCMOM212](#)

Operate quad bikes

[AHCMOM213](#)

Operate and maintain chainsaws

[AHCMOM304](#)

Operate machinery and equipment

[AHCMOM301](#)

Coordinate machinery and equipment maintenance and repair

[AHCMOM302](#)

Perform machinery maintenance

[AHCMOM311](#)

Operate precision control technology

[AHCPTH306](#)

Establish horticultural crops

[AHCPMG301](#)

Control weeds

[AHCPMG302](#)

Control plant pests, diseases and disorders

[AHCWRK306](#)

Comply with industry quality assurance requirements

[AHCWRK303](#)

Respond to emergencies

[AHCWRK305](#)

Coordinate work site activities

[TLILIC2001](#)

Licence to operate a forklift truck

[AHCMOM305](#)

Operate specialised machinery and equipment

[BSBWOR204](#)

Use business technology



Welding is also a highly regarded skill as many farmers prefer to employ somebody who is multi-skilled and can do other tasks such as welding and machinery maintenance during the off peak season.

Units that may grow in demand is [AHCMOM311](#) Operate precision control technology and [AHCBUS301](#) hand held e-business tools.

**LIVESTOCK  
(BEEF OR SHEEP)  
OR GRAIN**



[AHCBC302](#)

[AHCBC303](#)

[AHCBC307](#)

[AHCINF301](#)

[AHCINF303](#)

[AHCIRG306](#)

[AHCLSK305](#)

[AHCLSK308](#)

[AHCLSK310](#)

[AHCLSK322](#)

[AHCLSK323](#)

[AHCLSK331](#)

[AHCMMOM202](#)

[AHCMMOM212](#)

[AHCMMOM302](#)

[AHCMMOM304](#)

[AHCWRK305](#)

[AHCWRK308](#)

[MEM05012C](#)

Establish pastures and crops for livestock production

Prepare to receive grains and seeds

Maintain agricultural crops

Implement property improvement, construction and repair

Plan and construct conventional fencing

Troubleshoot irrigation systems

Maintain livestock water supplies

Identify and draft livestock

Implement feeding plans for intensive production

Transport farm produce or bulk materials

Maintain and monitor feed stocks

Comply with industry animal welfare requirements

Operate tractors

Operate quad bikes

Perform machinery maintenance

Operate machinery and equipment

Coordinate work site activities

Handle bulk materials in storage area

Perform routine manual metal arc welding

**COTTON**



[RIIOHS202D](#)

[AHCWRK204](#)

[AHCWRK205](#)

[AHCWRK405](#)

[AHCCHM303](#)

[AHCCHM304](#)

[AHCMMOM304](#)

[AHCMMOM202](#)

[AHCMMOM302](#)

[AHCMMOM212](#)

[TLILIC2001](#)

[FPICOT3259](#)

[FPICOT3260](#)

[RIIVEH305D](#)

Enter and work in confined spaces

Work effectively in the industry

Participate in workplace communications

Implement and monitor environmentally sustainable work practices

Prepare and apply chemicals

Transport and store chemicals

Operate machinery and equipment

Operate tractors

Perform machinery maintenance

Operate ride-on vehicles

Licence to operate a forklift truck

Operate a four wheel drive on unsealed roads

Recover four wheel drive vehicles

Operate and maintain a four wheel drive vehicle.



[HLTAID005](#)  
[AHCBAC306](#)  
[AHCBAC307](#)  
[AHCBAC308](#)  
[AHCIRG334](#)

Provide first aid in remote situations  
Establish agricultural crops  
Maintain agricultural crops  
Undertake agricultural crop harvesting activities  
Operate and maintain gravity fed irrigation systems

## SUGARCANE



[AHCMOM202](#)  
[AHCMOM212](#)  
[AHCMOM302](#)  
[AHCMOM304](#)  
[AHCMOM311](#)  
[AHCWRK302](#)  
[AHCAGB301](#)  
[AHCBIO302](#)  
[AHCBAC306](#)  
[AHCBAC307](#)  
[AHCBAC305](#)  
[AHCBAC308](#)  
[AHCBUS503](#)  
[AHCCHM303](#)  
[AHCPMG301](#)  
[AHCPMG302](#)  
[TLILIC2001](#)  
[BSBRK501](#)  
[BSBWOR204](#)  
[AHCBAC305](#)  
[AHCBIO305](#)  
[AHCCHM304](#)  
[AHCIRG303A](#)  
[AHCIRG325](#)  
[AHCIRG327](#)

Operate tractors  
Operate quad bikes  
Perform machinery maintenance  
Operate machinery and equipment  
Operate precision control technology  
Monitor weather conditions  
Keep records for a primary production business  
Identify and report unusual disease or plant pest signs  
Establish agricultural crops  
Maintain agricultural crops  
Undertake preparation of land for agricultural crop production  
Undertake agricultural crop harvesting activities  
Negotiate and monitor contracts  
Prepare and apply chemicals  
Control weeds  
Control plant pests, diseases and disorders  
Licence to operate a forklift truck  
Manage Risk  
Use business technology  
Undertake preparation of land for agricultural crop production  
Apply biosecurity measures  
Transport and store chemicals  
Measure irrigation delivery system performance  
Operate irrigation technology  
Implement an irrigation schedule



## DAIRY

[AHCMMOM202](#)  
[AHCMMOM212](#)  
[AHCCHM304](#)  
[AHCINF302](#)  
[AHCWRK303](#)  
[AHCDDRY201](#)  
[AHCAS303](#)  
[AHCWRK302](#)  
[AHCCLSK327](#)  
[AHCCLSK315](#)  
[AHCCLSK305](#)  
[AHCCLSK312](#)  
[AHCCLSK301A](#)  
[AHCCLSK331](#)  
[AHCCLSK329](#)  
[AHCDDRY302](#)  
[AHCPCM301](#)  
[AHCWRK306](#)  
[AHCDDRY301](#)  
[AHCINF301](#)  
[AHCBC301](#)

Operate tractors  
Operate quad bikes  
Transport and store chemicals  
Plan and construct an electric fence  
Respond to emergencies  
Milk livestock  
Artificially inseminate livestock  
Monitor weather conditions  
Collect, store and administer colostrum  
Prepare for and implement natural mating of livestock  
Maintain livestock water supplies  
Coordinate artificial insemination and fertility management of livestock  
Administer medication to livestock  
Comply with industry animal welfare requirements  
Implement procedures for calving  
Operate a dairy recycling system  
Implement a plant nutrition program  
Comply with industry quality assurance requirements  
Coordinate milking operations  
Implement property improvement, construction and repair  
Conserve forage

## TIMBER



[AHCCHM303](#)  
[AHCCHM304](#)  
[AHCPCMG301](#)  
[AHCPCMG302](#)  
[AHCMMOM304](#)  
[AHCWRK305](#)  
[AHCPTH201](#)  
[AHCMMOM212](#)  
[AHCMMOM213](#)  
[AHCBCIO305](#)

Prepare and apply chemicals  
Transport and store chemicals  
Control weeds  
Control plant pests, diseases and disorders  
Operate machinery and equipment  
Coordinate work site activities  
Plant horticultural crops  
Operate quad bikes  
Operate and maintain chainsaws  
Apply biosecurity measures

Other units would be included based on specific business needs.

### FOR MORE INFORMATION CONTACT:



**Michelle Templin**  
Queensland Agriculture Workforce Network  
Tel: 07 3620 3808  
Email: [mtemplin@growcom.com.au](mailto:mtemplin@growcom.com.au)