QUEENSLAND AGRICULTURE INDUSTRY WORKFORCE PLAN
2022 - 2027

Workforce Skilling

GOAL

Queensland agriculture workforce is appropriately skilled and supported by flexible training and education pathways that are industry-led and responsive to industry trends

ISSUES

- Business experience skills shortages at all levels
- Access to training is not equitable across all regions
- Current training offering needs development and tailoring to build relevant and up to date skills
- Workplace training is preferred to improve skills
- Shortages of trainers with relevant skills

- Training provision is not maintaining pace with agtech and innovation trends
- Delivery of training can be costly for remote and regional areas
- Schools have an important role to play in preparing the future workforce that needs to be supported
- Trends towards higher skilled roles and higher level of technical skills along with soft skills

AIMS

ACTIONS

Prioritise agriculture in schools

- Expand existing industry-led programs connecting to schools
- Develop and implement a strategy to attract, develop and retain quality trainers and teachers

Develop capability in digital agriculture and agtech

- Attract and retain digital agriculture experts as trainers
- Ensure digital capabilities and innovation are integrated into agriculture education and training
- Provide professional development to extension officers and advisors to improve adoption of technology and innovation

Address knowledge, skills and training gaps

- Support industry led initiatives to improve workforce planning capability
- Strengthen partnerships between industry and training organisations to deliver industry led training solutions at regional and state level
- Improve awareness of agribusiness support programs to enhance engagement with training, apprenticeships and traineeships, and employment support
- Review and current and future skills needs and requirements in agriculture

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ACTION AREA

Workforce Skilling *continued*

AIMS		ACTIONS
Provide flexible education and training pathways		• Strategies to improve transition of workers with transferable skills from other industries and occupations • Reinvigorate education and training through innovative curriculum resources and a strong alignment with STEM • Develop and diversify offering of flexible industry relevant training including stackable micro-credentials to upskill and reskill workforce • Develop bridging opportunities for school leavers, VET and university graduates into work experience
Leverage regional resources and innovative partnerships		• Support innovative partnerships across industries to train and address skills needs such as data collection in precision agriculture • Build on regional networks such as the Queensland Agriculture Workforce Network (QAWN) to identify placed based solutions and promote and support agriculture education and training • Improve data collection about agriculture workforce and identify and address data gaps • Support initiatives that provide industry leadership in addressing workforce issues

Scan the code for a full report of the goals and recommendations, for each action area, can be found in part 3 of the plan.

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