



Who will help run the farm?

Creating a pathway to a career on farm for
the next generation of farm managers

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- Personal experience met industry issue
- The next generation of farm managers – “the missing middle”.

As roles become more multi-faceted and require a higher skill set, it is the middle management role that is most difficult to fill.

Thank you to

- Nuffield
- CRDC
- Cotton Australia



The Missing Middle

- Rapid increase in technology - change in skill requirements
- Ag restructure – fewer farms, larger farms
- Farming's reputation - rural/urban disconnect

Objective

- To develop a pathway that utilises different programs and training approaches to both attract and develop candidates towards a career in farm management.
 - Start them young
 - Set Them on a Path
 - Tie Knowledge to Experience
 - Bring Learning to the Farm

Start them Young



Start Them Young

URBAN YOUTH RESEARCH FINDINGS

A survey of city teenagers has further highlighted Australia's 'urban-rural divide', finding 77 per cent of those surveyed know only 'a little' or 'nothing at all' about farming and food production.

77%

Have little or no knowledge of farming and food production.

17%

Have never been on a farm.

68%

Know only a little about how their food gets from the farm to their plate.

90%

Believe farming is very important to Australia.

- Rural - urban disconnect
- Programs connecting young people to Ag

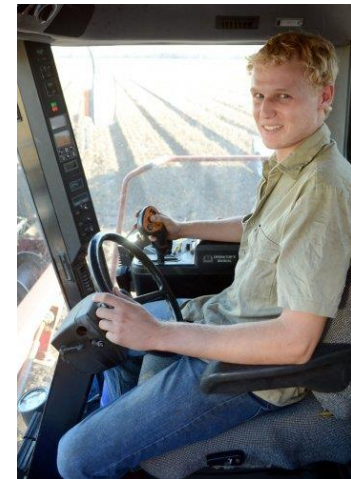
Start Them Young

- STEM learning in schools can be delivered through Agriculture



Set Them On A Path

- A head start to a farming career
- Agri-apprenticeships - BBL
- School Based Traineeships - AGCAP



Set Them On A Path

- Partnering industry, employers, RTO to provide meaningful pathways

Required Qualifications and Sources of Employment for Cotton Farm Employees				
Farm Hand	Year 10 or 12	Cert I, II or III	Backpackers, advertise, labour hire	family, relatives, word of mouth advertise
Farm Supervisors	Year 12	Cert IV	family, relatives, word of mouth advertise, 457 visas, returning backpackers, employment agencies	
Farm Managers	Advanced Diploma	Degree	family, relatives, , 457 visas, returning backpackers, employment agencies	

Tie Knowledge to Experience



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Tie Knowledge to Experience

- Importance of applied knowledge.
- Farm businesses can be actively involved in providing work structures that allow study/training.

Bring Learning to the Farm



- Better strategies to develop skills on farm
- Short courses to provide specialised training/education

Bring Learning to the Farm

- Industry need development of attainable qualifications
- Realistic study loads and more specific knowledge through wider choice of units

Recommendations

- STEM subjects delivered through agriculture
- Develop a national outreach program
- Further establish School Based Traineeships
- Better link employees and potential workforce entrants
- Support further partnerships between vocational and tertiary institutions
- Develop more achievable and specialised qualifications