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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2017 Nuffield Scholar
• 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

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<tr>
<th>Required Qualifications and Sources of Employment for Cotton Farm Employees</th>
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<tbody>
<tr>
<td>Farm Hand</td>
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<tr>
<td>Farm Supervisors</td>
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<tr>
<td>Farm Managers</td>
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Tie Knowledge to Experience

Half of your UNE degree through Tocal College

Advanced Diploma**

Diploma*

Bachelors Degree from UNE

** Advanced Diploma of Agribusiness Management AHC60316

* Diploma of Agriculture ACH50116

UCATION
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