

## Agriculture Industry Skills Compact Priority Action Plan

This priority action plan lists priority actions agreed by the parties. Industry includes:

- Tasmanian Farmers and Graziers Association (TasFarmers)
- Tasmanian Institute of Agriculture (University of Tasmania) (TIA)
- Fruit Growers Tasmania Inc
- Primary Employers Tasmania

The Tasmanian Agricultural Education and Training Partnership (TAETP) is a formal partnership between key education providers, industry bodies, and industry representatives established to address and progress core initiatives for the Tasmanian agriculture and food sector. Committee members include TIA (tertiary education), TasTAFE (vocational education), TasFarmers, Tasmanian Agricultural Productivity Group, Rural Business Tasmania, and school education bodies (DECYP, as well as Catholic and Independent schooling), in addition to industry representatives across various backgrounds.

Skills Insight is one of ten Jobs and Skills Councils (JSC). It supports the voice of the agribusiness, fibre, furnishing, food, animal and environment care industries in the Australian skills and VET systems.

The actions identified are the highest priorities for the sector in the area of skills, training and workforce development as identified at the Agriculture Skills Forum in August 2023. These actions complement a range of other activities already underway across the sector.

Category	Action	Key Party
Promote career pathways	<p>Promotion and Pathways</p> <ul style="list-style-type: none"> <li>• Development of industry and pathways promotion through the Promoting Career Opportunities in the Tasmanian Agricultural Sector project. Committee members to provide input and ensure that the project assists:                             <ul style="list-style-type: none"> <li>○ Elevate and articulate the image of agriculture as an attractive career option and demonstrate clearly defined pathways</li> <li>○ Understanding current and emerging workforce needs and pathways</li> <li>○ Develop and implement a career awareness program to build stronger links between schools and industry, including formalising school-based work experience programs and Freer Farm tours.</li> </ul> </li> <li>• Investigate workforce retention and attraction strategies, taking learnings from other sectors, Jobs Hubs and the Employer of Choice and Assist programs.</li> <li>• Support effective delivery of training obligations by employers for new entrants.</li> <li>• Continue to work with Department for Children and Young People (DECYP) on cross-industry collaboration to support:</li> </ul>	Industry, TAETP

	<ul style="list-style-type: none"> <li>○ Industry standard facilities, equipment and maintenance at school farms</li> <li>○ Transport and industry connections for learners to experience farming operations</li> <li>○ Teacher upskilling and co-delivery of training with industry experts</li> <li>○ programs to bring agriculture into the curriculum, focussing on teacher resources for STEM, food and fibre.</li> </ul>	
Support training and retention	<ul style="list-style-type: none"> <li>● Skills Tasmania and Tas Farmers to coordinate a forum for industry to input on key areas of training delivery for capture by Skills Insight and Skills Tasmania (and RTOs), including identifying priority actions.</li> <li>● Industry and Skills Tasmania to collaborate with Skills Insight to ensure training meets the needs of industry: <ul style="list-style-type: none"> <li>○ Engage with Skills Tasmania to support Training Product review and workforce development projects undertaken by Skills Insight to ensure advice given to the Senior Responsible Officer reflects the Tasmanian needs.</li> <li>○ Continue to support Skills Insight and Industry in the development of a Tasmanian pilot for Agriculture apprenticeships.</li> <li>○ Industry to work with Skills Insight to map skills and training to agree on core skill sets for the Agriculture sector and develop and implement cross sub-sector skills exchange focused on skills portability.</li> <li>○ Conduct an audit of capability and capacity of training and service providers for the sector.</li> </ul> </li> <li>● Continue to support current TAE trainers and those wishing to become TAE trainers.</li> <li>● Continue to work with Department of State Growth to investigate opportunities to mitigate the barriers for employing international workers and address critical role shortages, including providing information on available support services for farmers to navigate visa options.</li> <li>● Develop and implement flexible training for delivery into regional and rural areas.</li> </ul>	Industry, Skills Tasmania
Access to work – transport and accommodation	<ul style="list-style-type: none"> <li>● Continue engagement and seek clarity to improve access to work, accommodation, housing, transport and training especially in regional areas.</li> <li>● Industry to work with State Government to have input into its consultation on proposed changes to make it easier for farmers to manage their workforce accommodation and create simpler approval pathways for agricultural worker</li> </ul>	Industry

	<p>accommodation on farms in Rural and Agricultural Zones. Reduce red tape that restricts the ability of primary producers to provide housing options for workers.</p> <ul style="list-style-type: none"><li>• Explore the potential for short term, modular or transportable housing to be used on farms for accommodation.</li></ul>	
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