

PILLAR 5:

BUILDING INDUSTRY CAPACITY

“We want to create an environment where we can foster the growth of young people pursuing a career and maintain the world-class reputation of agricultural research here in SA.”

PILLAR CHAMPION ADRIAN MCCABE



2030 VISION

The South Australian grain industry will be recognised for its innovation and diverse career pathways, ensuring the industry can attract, train and retain talent across the value chain.



The South Australian grain industry must partner with, support and invest in primary, secondary, tertiary and vocational training and education pathways



Position Waite Research Precinct as an agricultural research and innovation hub

This pillar tackles the perennial challenge of attracting and retaining talent within the industry, which is essential if the grain sector is to reach its potential and thrive. The industry supports more than 23,000 jobs across the South Australian grain value chain and this will need to grow to support projected growth outlined in the Blueprint.

A cohesive long-term approach is necessary to build industry capacity and capability. This includes engaging school students from an early age and developing genuine education pathways for agricultural careers from school through to vocational and tertiary studies. This will involve investing in the state's existing agricultural education institutions as well as developing additional vocational options.

There is a significant opportunity to upskill and deepen the skills of the existing grain industry workforce in order to increase the chances of retention, which could be supported through existing investment in skills.

The value and contribution of vocational education and training (VET) qualifications in meeting the skill needs of the grain industry in terms of potential productivity gains and skills recognition cannot be underestimated. This is why a key target of the Blueprint is for industry and the education sector to partner to identify key VET priorities.

As previously identified, agtech will play an important role in driving future industry prosperity through the development of cutting-edge innovations and technology. In addition, if agtech is genuinely perceived as an innovative sector, it will naturally attract leading minds who can apply their knowledge and skills to the industry's greatest challenges. This also has the potential to generate a different type of engagement with the wider community, enabling the industry to meet community expectations and garner broader support.

As outlined in the EXCITE Strategy, initiatives which support citizen science, community engagement and input on all things science, technology, engineering, mathematics and medicine (STEMM) such as Inspiring SA, Science Alive and National Science Week form an important platform for STEMM engagement. The South Australian grain industry needs to be part of that discussion. This will lead to greater engagement with industry, communities and regions.

ALIGNED PLANS

The National Farmers' Federation (NFF), *2030 Roadmap*

Primary Industries and Regions SA (PIRSA), SA Government and Industry, *Growth State - Food, Wine and Agribusiness Draft Discussion Paper 2019*

Grains Research and Development Corporation (GRDC), *Research, Development and Extension Plan 2018-23*

Parliament of Australia, *House of Representatives Standing Committee on Agriculture & Industry Smart Farming: Inquiry into Agricultural Innovation (2016)*

Training and Skills Commission (TaSC), *The TaSC Agribusiness Workforce Insights, 2020*

Chief Scientist for South Australia, *South Australia – The State of Science: The EXCITE Strategic Plan 2020*

PILLAR 5. BUILDING INDUSTRY CAPACITY



PRIORITIES	TARGETS	PROJECT AREAS
<p>Support an education pathway to engage students at school from Reception to Year 12.</p>	<p>1.1 Investigate the feasibility of integrating agriculture into the SA secondary school curriculum.</p> <p>1.2 Engage a lead agricultural teacher for the state.</p> <p>1.3 Appoint an agricultural support teacher for each region.</p> <p>1.4 Drive greater engagement with industry, communities and regions through schools.</p>	<ul style="list-style-type: none"> • Support teachers to utilise investigative/ motivated learning principles in delivering the food and fibre components of the curriculum. • Examine opportunities to engage agricultural education pilot programs such as ‘facetime a farmer’ in SA primary schools. • Ag-based camps and competitions. • Integrate agriculture into STEMM to ensure promotion of the industry in initiatives such as Inspiring SA, Science Alive and National Science Week.
<p>Collaborate with other sectors to promote career options in agriculture, including the grain industry.</p>	<p>2.1 Enable students to visualise ag-based career options.</p> <p>2.2 Work with education institutions in SA to promote multi-disciplinary career opportunities in the grain value chain.</p>	<ul style="list-style-type: none"> • Develop work experience opportunities for students to engage with commercial/ primary production sector. • Develop a program to deliver professional development to career advisers regarding ag-related career options. • Engage with industry regarding careers to encourage support and participation. • Create student-led demand for suitable and relevant agriculture-related undergraduate options. • Examine opportunities for industry and employers to work closely with the Department for Innovation and Skills and the Department for Education to improve and consolidate the information available regarding career pathways in the grain industry, including the articulation from VET to higher education courses.
<p>Strengthen partnerships with university sectors to develop and expand relevant tertiary ag-related courses in SA.</p>	<p>3.1 SA universities to offer undergraduate options in agricultural science, agribusiness, agtech and agricultural marketing.</p> <p>3.2 Business management to be a core component in agricultural degrees offered at the University of Adelaide.</p> <p>3.3 Provide opportunities for more cost-effective postgraduate agricultural study options.</p> <p>3.4 Develop a post-graduate ag education centre capitalising on proximity to agricultural areas and fully capitalise on the innovation/ education nexus of the Waite Research Precinct.</p> <p>3.5 Demonstrate the return on investment achieved from postgraduate study in ag-related subjects.</p>	<ul style="list-style-type: none"> • Establish an industry group to communicate with tertiary institutions to ensure courses are relevant to 2030 needs. • Undertake a curriculum review of ag-based undergraduate degrees available in SA to determine their usefulness to the commercial sector. • Ensure ag-based degrees will meet future Financial Services License compliance obligations and recognition. • Develop online ‘distance-education’ and shorter postgraduate study opportunities, in addition to a full Masters degree. • Develop linkages with industry, commercial and philanthropic bodies to provide scholarship opportunities to study agricultural-based courses, particularly in target areas.

PRIORITIES	TARGETS	PROJECT AREAS
<p>Position the Waite Research Precinct as a research and innovation hub; the key enabler of leading applied agricultural research in Australia.</p>	<p>4.1 Directly partner with industry to identify and address research priorities regarding grains in SA.</p> <p>4.2 Develop linkages across industry to increase the adoption of technology.</p> <p>4.3 Capitalise on strong linkages with the Consortium of Internal Agricultural Research Centres (CGIAR) to promote Adelaide as a key collaborator and potential regional node of the International Crops Research Institute for the Semi-Arid Tropics (ICRISAT) and the International Centre for Agricultural Research in the Dry Areas (ICARDA).</p>	<ul style="list-style-type: none"> • Work with the Waite Research Institute to raise the profile of the capability of Waite-based ag research. • Develop a program to target post-graduate students to focus on emerging and adapting agtech for the grain sector in SA. • Identify commercial enterprises to partner with universities to develop business plans for co-investment opportunities.
<p>Provide adequate and accessible vocational education and training to meet future workforce planning needs.</p>	<p>5.1 Develop a skills passport for ag-related activities proving specific skillset competencies.</p> <p>5.2 Industry and education sector to partner to identify key VET priorities.</p> <p>5.3 Build individual competency on skills that can be transferred within and outside of the industry.</p>	<ul style="list-style-type: none"> • Understand what the labour force will look like in regional areas in 2030 and identify which skills are likely to be required. • Conduct a comprehensive audit of currently available resources for VET in agriculture. • Develop a pilot funding model to enable a passport based on individual completion of skillset competency.
<p>Retain talent in the industry by investing in skills development and competency of primary producers in managing grain businesses.</p>	<p>6.1 Support grain producers to pursue professional development opportunities.</p> <p>6.2 Improve business acumen of primary producers, including financial literacy, leadership and corporate governance.</p> <p>6.3 Targeted delivery of key skills to primary producers.</p> <p>6.4 Expand leadership collaboration and mentorship across the industry.</p> <p>6.5 Encourage diversity in industry leadership by providing opportunities for women and young people.</p>	<ul style="list-style-type: none"> • Develop a new funding scheme for primary producers to access short courses for professional development. • Identify professional management skills required by farm managers and develop strategies to deliver. • Partner with industry groups such as Grain Trade Australia to create short-term training and development opportunities. • Attract investment in leadership and personal development courses to support grain producers. • Develop a coordinated approach to deliberately connect emerging talent with established leaders for mentorship. • Develop a network of skilled agribusiness trainers by recruiting, upskilling and retaining trainers with strong industry knowledge.

PRIORITIES	TARGETS	PROJECT AREAS
<p>Grain production sector to have increased business resilience and sustainability.</p>	<p>7.1 Grain producers to incorporate resilience strategies as a key component of farm business management decisions.</p> <p>7.2 Every South Australian grain producer to have access to training which addresses common skill deficits.</p> <p>7.3 Every South Australian grain producer to have access to tools which enable the strategic review of their farm businesses.</p> <p>7.4 Support grain producers in their adoption of increasingly sustainable agronomic and business practices.</p>	<ul style="list-style-type: none"> • Identify essential skills matrix for growers to thrive to 2030 and beyond. • Develop and support training and assistance programs which address key business skills areas for growers. • Support the adoption of a sustainability framework and policies throughout the grain supply chain.
<p>Sustain industry capacity by supporting the health and wellbeing of regional communities.</p>	<p>8.1 South Australian grain producers to have access to a range of programs to support their ongoing health and wellbeing.</p> <p>8.2 Develop wellness programs in response to drought or other hardships in line with national policies.</p>	<ul style="list-style-type: none"> • Support developing and continuing programs, initiatives and providers that work to foster rural health and wellbeing. • Develop programs to support improved workplace culture and awareness of on-farm work health and safety.

