

Regional Australia Institute Conference
Future-Proofing the Agricultural Workforce

NFF Update

March 2021



National
Farmers
Federation



NFF 101



About the NFF

- Founded in 1979 as the peak advocacy organisation for the farm sector
- Recognised as one of the most trusted advocacy organisations in Canberra
- 23 staff, 35 members covering all states, territories and commodities
- Federated structure (no direct farmer members)
- Work closely with strategic partners on a range of supply-chain issues



What we do



Advocacy

Defending farmers' interests in Canberra



Awareness

Growing community support for farming



Thought Leadership

Research and insights to inform policymaking



Events

Leading industry conferences & forums



Leadership

Developing a new generation of industry leaders



Projects

Delivering Government projects to support farmers

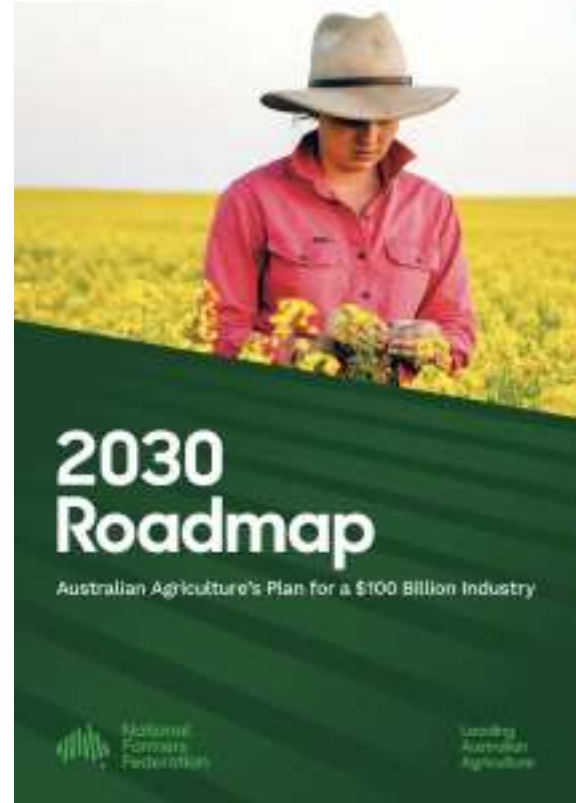


Our 2030 Roadmap



About the Roadmap

- Puts a plan behind our vision to grow the farm sector to \$100 billion by 2030
- Product of detailed national consultation over 2017 – 2018
- Has bipartisan support of both major parties Federally
- Now forms the basis of the Federal Government's Ag2030 Agenda
- NFF provides annual report card on industry's progress to 2030 goal



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Our Roadmap aspirations



Customers and the Value Chain

- Agriculture is ranked **Australia's most trusted industry**.
- Australia's **freight cost** per tonne-kilometre is competitive with major agricultural exporting nations.
- An **average tariff** faced by agricultural exports of 5%.
- A 50% reduction in agriculture exports experiencing **non-tariff barriers** each year.



Growing Sustainably

- The net benefit for **ecosystem services** is equal to 5% of farm revenue.
- Australian agriculture is trending towards **carbon neutrality** by 2030.
- A 20% increase in **water use efficiency** for irrigated agriculture by 2030.
- Maintain Australia's total **farmed area** at 2018 levels.
- Halve **food waste** by 2030.



Unlocking Innovation

- Australia becomes a Top 20 nation for **innovation efficiency**.
- Every Australian farm has access to infrastructure and skills to connect to the **Internet of Things**.
- Australia's farm energy sources are **50% renewable** by 2030.



People and Communities

- Double the number of tertiary and vocational **agriculture graduates**.
- Increase the available **work force** by 25%.
- Achieve **gender parity** in the agricultural workforce, and double the number of women in management roles.
- Zero **farm fatalities**.
- Close the **farmer wellbeing** gap.



Capital and Risk Management

- Year on year increase in **equity investment** in Australian farm businesses.
- 90% of Australia's farmers employing multiple financial tools to **manage risk**.
- 90% of family farms gave documented business plans, including **succession plans**.



Our 2030 trajectory



Employment in Agriculture



NFF VET Review

NFF has launched a national Review of the Agricultural VET sector, in partnership with Skills Impact, with an objective to map careers through:

- Identifying the career development opportunities in regional and rural areas through industry training and recognised qualifications
- Promoting Agriculture as a professional career of choice for school leavers and tree changers.
- Developing a digital Careers App that connects job seekers with training and industry opportunities via a reliable, updated and industry led career framework
- NFF provides annual report card on industry's progress to 2030 goal
- Building Capacity through training and career opportunities in Agriculture

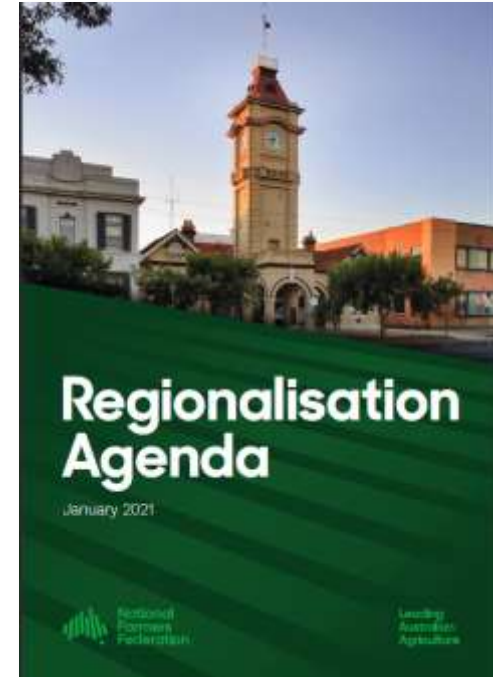


Regionalisation Agenda



Regionalisation

- COVID-19 has shifted attitudes towards regionalisation
- It also exposed vulnerabilities in our global supply chains
- NFF is working with a broad range of stakeholders to argue for greater investment in our regions – including in our local manufacturing capacity
- NFF launched a paper at the Press Club on 23 February.



Top 3 Regionalisation Priorities

1 – Changing the Discount Rate for Infrastructure

- A review of infrastructure cost-benefit analysis discount rates should be undertaken, as this has acted as a barrier to prioritising regional infrastructure projects with long-term benefits.
- Short-term incentives be provided to encourage private investment, particularly in food and fibre processing and manufacturing

2 – Regionalisation Cabinet Metrics

- National Cabinet should be responsible for delivering and reporting on regional development outcome metrics

3 – 20 Regional Development Districts Country-Wide

- National cabinet should identify and establish of 20 place-based regional development precincts



National Agricultural Workforce Strategy



Top Recommendations

- R9 – Establishment of an ‘employer of choice’ academy and award scheme [6.1.1]
- R10 – Research on community perceptions about working in ag and campaigns encouraging work in the sector [6.1.2]
- R11 – Developing an interactive digitized map of the ag workforce and developing workforce diversity case studies [6.1.4]
- R16 - Apprentice-style accreditation for farm workers that enables skill portability [6.2.7]
- R27 – Harmonised labour hire regulation or, if this does not occur within 12mths, adoption of a national scheme [7.2.4]
- R35 – ANZSCO and ANZSIC classifications to be reviewed and expanded to better reflect ag occupations [8.8.1]



Farmsafe



National Farm Safety Education Fund Strategy

The National Farm Safety Education Fund Strategy is about to be launched by Farmsafe Australia.

Its vision is to **ENABLE** farmers, and those that live and work on Australian farms or in related industries **WHO** have varied levels of understanding about, and motivation towards, the topic of farm safety **TO** engage with safety and cultural practices **BY** communicating farm safety in terms that resonate and motivate **THROUGH** credible and relatable voices **SO** they can make positive choices that improve overall farm safety, productivity and well-being.



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National Farm Safety Education Fund Strategy

Aspirations

- Zero farm fatalities (in line with NFF's 2030 Roadmap)
- Healthy and productive farmers, farming families, and rural communities
- A farm safety culture that is embraced nationally through effective leadership and increased rural industry and farming community engagement

Impact Opportunities

- Invest in Leadership and Cultural Change
- Invest in Our Next Generation of Farmers
- Invest in Physical and Psychological Well-being
- Invest in Industry Endorsed Training and Continued Learning
- Invest in Evidence and Incentivisation



Thank you!



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