

EDUCATION AND TRAINING

Policy Statement

The issues

The horticulture industry is experiencing a period of significant change with the business environment becoming more challenging. The industry is recognising that training in both horticulture and business is becoming ever-more important as markets become more global and competitive, as new business opportunities and ways of improving efficiency become available, and as labour and skill shortages continue to constrain industry productivity and growth.

Farm owners, managers and employees need access to training and services to improve supply chain management, business management and leadership skills, and increase efficiencies to allow their business to remain viable in the future operating environment.

Our position

Growcom supports systems and processes that enable all those involved in the industry to be good business managers and be competitive in the employment market. This means providing people with marketable skills, and developing education and training systems which keep pace with the skill needs of business and with changes in both farm practices and technology.

Growcom has conducted extensive research into the skills requirements of the horticulture industry and is now working with training partners to assist in the upskilling of the industry workforce.

Our commitment

Growcom is committed to taking a proactive stance in promoting relevant learning and development throughout the industry.

Growcom will work with government and other stakeholders to support training and development initiatives that benefit the industry. Growcom is also committed to providing a training and education program for the horticulture industry that will in turn deliver quality skills acquisition for growers in Queensland.

Our expectations

Growcom expects and supports mechanisms that give employers and employees access to relevant and effective training opportunities that are consistent with their business needs. Training and development opportunities need to be flexible and targeted to meet the specific need of industry participants. Growcom expects that industry participants will take up the offer of training if it is relevant, timely, cost-effective and aligned to industry needs.

Our agenda items

- Labour availability and skill shortages.
- Education and training services and packages aligned to industry needs.
- Recognition of Prior Learning (RPL) programs.
- Traineeships in production horticulture.
- FarmBis funding for training programs.
- Leadership development.
- Attracting youth to careers in horticulture.
- Providing a career path for employees.
- Influencing government allocation to VET through DETA industry engagement processes.
- Rural Skills Formation Strategy.
- Review, renew & revitalise the Workforce Plan for the horticulture industry.
- Risk management.
- Extending the Farm management systems.
- Creating partnerships and developing institutional arrangements
- Building the capacity of the industry to cope with future challenges.
- Identifying skills required and linking those skills to relevant and industry-appropriate training programs (on-farm etc.)