

# **Meeting industry workforce needs**

# Industry snapshot

- **\$23B revenue**
- **70% exported to 110 countries**
- **Processing concentrated in top five companies - JBS, Teys, Thomas Foods, NH Foods, Kilcoy, Fletchers**
- **Top 19 companies account for approximately 82%**
- **Domestics feed Australia**
- **Approximate processing workforce 38,000**

# High priority issues for industry

**Top five current issues for industry:**

- **Labour**
- **Energy**
- **Market access**
- **Water and waste**
- **Technology**

# Workforce snapshot

- Average annual growth in workforce zero?
- Relatively flat structure (approximately 80% labour)
- 80% labour cf 10% all industries
- Lower levels of school and post-school education
- Lower levels of pay – 82% of average annual income across all industry
- Approximately 30% female
- Mean age lower but over 50s growing faster
- Higher proportion of fulltime employment cf whole economy
- Casualisation of workforce? – part-time, temporary, casual
- Reliance on short term migrant workers

# **Major workforce issues for the industry**

**What do we need to put in place in our companies to ensure we have the workforce we need now and into the future?**

# What is AMPC doing about this?

- Consulting with industry about priorities – your issues and challenges and what is needed to address them
- Compiling your needs into 3 year R&D strategic plans for the industry
  - R&D strategic plan for SMEs
  - R&D strategic plan for large processors
- We need to hear from you. Tell us your needs and we can build them into the plans.
- This means you can participate in core R&D that helps address those needs
- You can also utilise your PIP funding for company projects to help address these needs

# RMPI R&D Portfolio Strategy (Focus on Growth)

Labour

Technology, Automation & Productivity

Energy

Water & Waste

Market Access

Regulatory Burden & Compliance

Packaging & Meat Science

Security of Supply

Consumer Trends & Education

Social License & Animal Welfare

Maximise

Expand

Explore

Baselining

- Best practice case studies
- e.g. NZ case studies ROI
- Flow of knowledge information to industry?
- Stakeholder maps & RACI

Process Improvement

- Workforce planning strategies
- Resource accessibility
- Industry HR strategic scoping
- Cert Delivery & targeting
- Partnerships with purpose

- Leadership development
- Cutting-edge training & delivery
- Data that drives retention & growth
- Lifting baseline standards for key labour indicators
- Developing labour & community capability & capacity in ARMPI

Industry Capability Fueled by R&D

Growth + Value

Scale + Capability

- Focus on low, medium & high technology in L&D
- Innovation Collectives
- Communities of Practice (especially for SMEs & tech hubs)

Innovation  
(as a system)

- Absorptive Capacity studies on industry
- Technological Capabilities
- Learning Organisation
- Collaborations with various groups for the right NIS indicators

- Technology & automation segue with manual labour
- Strategy to create new demand for labour resulting in funding
- Seasonal labour programs
- 457 strategy & implications - study
- 457 workforce integration (operational & cultural)

Business Model Innovation  
(address disruption/create new demand)

- Cross-industry collaboration
- Digital Delivery
- Cross-pollination of labour pools
- CSU Model

ARMPI Innovation Attractiveness  
(Global R&D Pull)

- Leadership insight from different fields
- Leadership insight from different countries
- L&D innovations; cutting edge L&D in ARMPI
- Partnerships with leadership institutions

- Understanding appropriate Management Systems & Models for engagement
- Maximising on knowledge capability (i.e. retirees, industry icons & darlings)
- Progressive attitude and approach towards equality (females, workplace equity & equality)

Industry Capability  
(High Performance Culture)

- Learning Organisations
- Supervisor Training Programs
- Industry Marketing & Image - externally & internally

How to win