

North Queensland Agriculture Workforce Forum 2026

The Industry Workforce
Advisor Program



Who is Queensland Farmers' Federation (QFF)

- United Voice of Agriculture in Queensland
- Member based organisation
- Collectively our members represent about 13,000 primary producers
- We develop policy and advocate on behalf of our members.
- We work with the government of the day to build a strong future for agriculture.

Who We Represent

- Cotton
- Horticulture
- Nursery & Garden
- Dairy
- Cane
- Poultry
- Pork
- Intensive Animal Industries
- Irrigators

Our Project & Advocacy Priority Areas

- Water
- Biosecurity
- Environment
- Land Use Planning
- Energy
- Transport & Infrastructure
- Workforce
- Farm Viability
- Risk, Recovery & Resilience

We Deliver

- Projects to support innovative, sustainable practices on-farm
- Science-based & future focused policy across our priority areas

Industry Workforce Advisor Program (IWA)

- Established under the *Good people. Good Jobs: Queensland Workforce Strategy 2022-2032*
- Designed to support small and medium enterprises to address workforce challenges, diversify their workforces and support workforce growth across key industries.
- It is a free service, providing tailored advice specific to your business


Program Purpose


- Identify current & emerging workforce needs
- Improve access to training, apprenticeships, & career pathways
- Strengthen collaboration between industry & education providers
- Support workforce planning & skills development
- Promote ag careers to students & job seekers


What I do

- Engage with businesses to understand their workforce challenges
- Develop workforce plans & recruitment strategies
- Supply a list of training, upskilling, & funding opportunities
- Provide insight to government programs & initiatives
- Share industry insights with RTO & government

Workforce Planning – Why bother?

 Easing the challenges of attracting, retaining & developing your workforce.

 Opportunity to look ahead & have a plan to navigate the risks

 Gives you greater confidence & control over your workforce needs



Assisted 203
Businesses



55% Micro Businesses
(1-4 Employees)



42% Small Businesses
(5-19 Employees)



28% Businesses Far
North Qld & North Qld



70% Farming
Operations

Workforce Planning – What’s involved?

- We spend some time together – at a time which suits you
- It’s not complicated but does require some thought.
- I will pull together all your information & put it into an action plan.
- You then receive the complete action plan with a list of resources

Workforce planning is having the right people, with the right skills, in the right role, at the right time.



Where you are now

Current Workforce



Where are you going?

Future workforce



How will you get there?

Actions & strategies

Client Profile – Workforce Planning in Action

- Family Farm – Been in the family over 50 years
- Every Day Workforce – 2 Owners + 1 Full time employee + 1 casual
- Seasonal Workforce for key periods

Business Goals

- Capital Purchases
- Business Website
- Develop Brand
- Diversify

Business Challenges

- Managing casual hours
- Navigating compliance & regulations
- Weather Events

Business Risk

- Securing sufficient staff
- Staff not showing up
- Complexity of payroll can lead to mistakes

What does success look like?

- Freedom to take holidays
- Improved quality & quantity of produce

Client Profile – Workforce Planning in Action

Identified issue/gap	Strategy/action	Resources	Outcome/measure	Who	By when
REMEMBER TO USE IWA RESOURCE LIST					
HR policies, risks of non-compliance with relevant legislation and industry awards.	Conduct a review of HR policies and procedures to identify improvements, align with best practices, and ensure compliance with legislation and industry awards.	Consultant Fair Work website Business Qld website	Improved compliance with legislation and industry awards, reduced legal risks and business meets current standards. More efficient operations and better employee management. Strengthened employee relations, a more positive workplace culture, ultimately supporting the business's long-term success and stability.	Consultant Owners	0-3mths
Induction paperwork may not be efficient, outdated, or not fully compliant with industry standards	Revise and improve induction paperwork making it more efficient and compliant with industry standards.	Consultant Fair Work website Business Qld website	Smoothen onboarding process for new employees, ensuring they receive consistent and clear information. Enhance compliance with legal and regulatory requirements, reducing the risk of errors.	Consultant Owners	0-3mths
Need a streamlined, user-friendly onboarding process that is accessible through the company's website	Develop and integrate a user-friendly onboarding process through our website, providing a seamless experience for new employees and ensuring consistency in training and compliance.	Consultant Time Budget	Provide new employees with a consistent and efficient experience, ensuring they receive all necessary training and information in a clear and accessible manner and maintain uniform compliance with company policies.	Consultant Owners	0-3mths

Grants & Funding

Grants – Local Government

Grants – Qld Government

Grants – Federal Government

Advance Queensland

Growing Workforce Participation Fund

Apprentice Training Support

Employers' Support for Apprenticeships

Financial Support for hiring eligible staff

Career Start Program

Vet in Schools (VETIS funding)

Career Boost

Queensland Subsidised Training Providers

Free & Reduced Cost Training

TAFE Online Microcredential Courses

TAFE Fee-Free Courses

Small Business Apprenticeship Pilot Program

Back to Work Program

Workforce Solutions

Skilled Migration

Disability employees

Disability employees

Diverse Qld Workforce- migrants

Workforce Australia Providers

Skilling Queenslanders for Work

Traineeships and Apprenticeships

Pacific Australia Labour Mobility (PALM)

Business Support

Injury Prevention and Management program (IPaM)

QLD Small Business Commissioner (QSBC)

Workforce Evolve - Business Chamber QLD

ecoBiz – Business Chamber QLD

Regional Development Australia (RDA)

Queensland Agriculture Workforce Network (QAWN)

Business QLD – Business Performance Assessment Tools

Business QLD – Mentoring for Growth (M4G)

Small Business Financial Counselling Service

TAFE QLD - Small Business Solutions

Business.gov.au

Fair Work Australia Online Learning Centre

Fair Work Australia

Farmsafe

Resources List Connection

Thank you!

Get in touch!

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www.qff.org.au

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QUEENSLAND
FARMERS'
FEDERATION

