

FOOD & FIBRE SKILLS ACTION PLAN OVERVIEW

2019–2022

A strong and agile workforce is critical to achieving strong food and fibre sectors. We need to attract the right people to food and fibre careers. We need to build an education and training system that is responsive and fit-for-purpose. We need to improve workplace standards and engage in better practice, so that workplaces and conditions are attractive to employees. Investing in our workforce will benefit individuals, their employers and all New Zealanders.

A cohesive, pan-sector approach will achieve these aims through a partnership between industry and government.

The Skills Leaders Working Group was established by the Ministry for Primary Industries at the request of the Minister of Agriculture, and charged with developing a skills action plan.

The purpose of the skills action plan is to create a skilled workforce that meets the current and future needs of the food and fibre sectors. The plan is a collaborative first step towards addressing workforce challenges in four focus areas:

This action plan addresses common workforce challenges across a broad and diverse range of food and fibre sectors, with the overall objective of shifting behaviour, practice and system settings to achieve positive outcomes and enhance the wellbeing of all New Zealanders.



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- **KNOWLEDGE:** we will have the information and enabling systems required to develop, implement and evaluate food and fibre workforce initiatives.
- **ATTRACTION:** we will strengthen support for initiatives that attract more people into food and fibre education, training and employment.
- **EDUCATION:** we will help shape the education and training system to produce sufficient learners with the skills required to meet the food and fibre workforce needs.
- **EMPLOYMENT:** we will encourage improvements in workplace employment practices to attract, develop and retain a skilled and productive workforce.

FOOD & FIBRE

OUTCOME

The food and fibre sectors have a skilled

MEDIUM-TERM
OUTCOMES

Food and fibre sectors understand and can articulate their workforce needs

Food and fibre education and employment opportunities are widely understood, respected and sought after

FOCUS AREAS

1

KNOWLEDGE

We will have the information and enabling systems required to develop and evaluate food and fibre workforce development initiatives

2

ATTRACTION

We will strengthen support for initiatives that attract more people into food and fibre education, training and employment

ACTIONS

- 1.1 Develop a pan-sector skills and employment dataset
- 1.2 Develop a workforce supply and demand model and improve forecasting capability
- 1.3 Commission research into the current state of degree-level tertiary education
- 1.4 Undertake research on the benefits of great workplace practices

- 2.1 Support a pan-sector approach to investment in, and evaluation and delivery of, attraction initiatives
- 2.2 Assess the impact and improve the alignment of industry curriculum resources
- 2.3 Support teachers to improve their knowledge of the food and fibre sectors and available careers
- 2.4 Support the TEC's food and fibre careers hub and Inspiring the Futures Programme
- 2.5 Develop a targeted marketing campaign

GOVERNANCE

Establishment Group • Food and Fibre Skills



Photo: Paul Sutherland Photography



SKILLS ACTION PLAN

workforce that meets their current and future needs

People have the skills, knowledge and capabilities to be successful in food and fibre careers

People thrive in food and fibre workplaces with excellent conditions

3

EDUCATION

We will help shape the education and training system to produce sufficient learners with the skills required to meet food and fibre workforce needs

- 3.1** Grow and support the specialist teacher workforce
- 3.2** Support the design and establishment of a Workforce Development Council
- 3.3** Support the establishment of a prototype Centre of Vocational Excellence
- 3.4** Support the development and delivery of priority micro-credentials

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EMPLOYMENT

We will encourage improvements in workplace employment practices that attract, develop and retain a skilled and productive workforce

- 4.1** Develop a workplace and employment resource hub
- 4.2** Strengthen and scale up existing social and employment networks
- 4.3** Expand and promote programmes that upskill rural women and rural professionals
- 4.4** Encourage the adoption of excellent workplace practices

Partnership Group • Lead agencies for each action





ACTION PLAN NEXT STEPS

Some of our actions are ‘quick wins’ that have funding secured and are happening already or will commence shortly.

Other actions, which are related to wider government reforms, will need us to work together to put into action. This could include, for example, the development of an SFF Futures Funding business case to support the implementation of some actions.

Overseeing these actions will be a Food and Fibre Skills Partnership Group (the Partnership Group).

Representatives from across the food and fibre sectors, together with Māori and government stakeholders, will be invited to work together to develop the Partnership Group’s charter. The intention is for the Partnership Group to encompass the broad range of diverse industries within the wider sector.

The skills action plan is a first step in working together to overcome workforce challenges, and embracing the opportunities available to us across the food and fibre sectors.

Key Future Milestones

