

Workforce planning & development

Capability Statement

The future of work in Australia's primary industries and rural and regional communities will continue to change. To prepare for what's ahead, RMCG works with clients to plan and strategically develop a future workforce.

KEY TRENDS

Technology is driving a demand for new roles and emerging skills, and it is also essential to upskill existing staff through capacity building and training as well as personal and professional development, particularly in the area of leadership.

OUR APPROACH

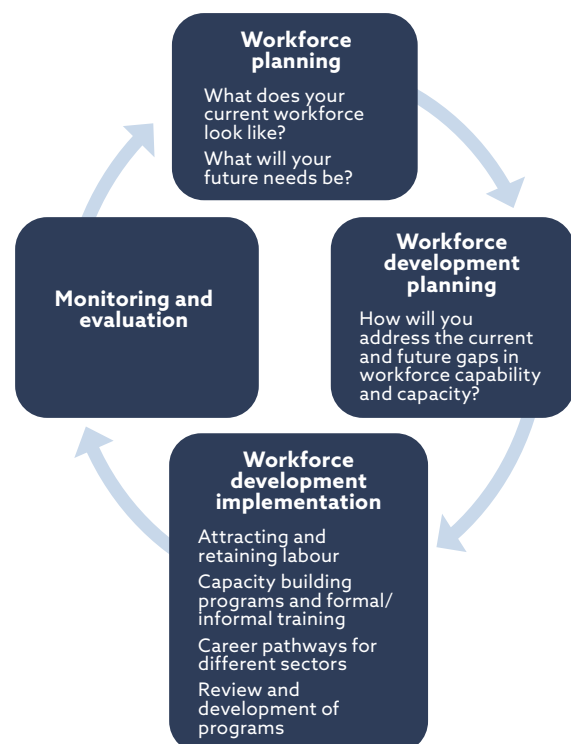
RMCG looks to understand the issues relevant to you and find approaches that enable people in your industry or region to have greater opportunities.

We can do this in different ways and at different levels at any stage in the workforce planning and development cycle, using our broad range of networks in Australia's primary industries.

- **Workforce planning** is a strategic activity which helps an industry or region to assess current needs, address gaps and develop its workforce to meet future requirements.
- **Workforce development** is a strategic approach which can include high level planning across the entire workforce of an industry or community, at both regional and national levels.
- **Workforce development implementation** covers the actions for attracting and retaining staff and increasing qualifications and skills of employees. This can include designing and delivering training.

RMCG's strengths in workforce planning and development include:

- Broad experience and networks across many primary industries
- Working with people at all levels, from individual businesses to community groups and national industries
- Excellent understanding of the education and training sector
- Listening to you and tailoring delivery to your needs.





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MULTIDISCIPLINARY TEAM AND ENGAGEMENT SPECIALISTS

RMCG's team of experts live in and work with rural communities across Australia. We bring insight to workforce planning and development, drawing on our expertise in agriculture, community and economic development, water, waste, land use planning, natural resource management and economics.

We actively engage and 'partner with' our clients, stakeholders and industry groups to understand the workforce needs and issues of the sector or business in question.

Our team are skilled facilitators and engagement experts, [both face to face and online](#).

UNDERSTANDING THE EDUCATION AND TRAINING SECTOR

We understand the complexity of formal and informal training systems and can help identify needs and opportunities. We can help employers to address those needs and tailor solutions to their businesses.



Our workforce planning and development experts have experience in leading, developing and managing accredited education and training programs in the higher education and Vocational Education and Training (VET) sectors. We also maintain strong links with universities.

Specifically, our team has been part of expert groups designing and reviewing qualifications and skills sets for Skills Impact Australia in the areas of production horticulture, nursery, protected cropping and the Diploma of Agronomy.

DELIVERING HIGH-IMPACT TRAINING

We have a strong history of delivering informal and targeted training for industry groups. We have delivered leadership training and technical training for a range of sectors, from farming to rural finance and agronomy.

Based on our in-depth understanding of primary and rural industries, we deliver specific training that meets the needs of our target audience. We are highly skilled in delivering training using face to face and online platforms.

DEVELOPING TAILORED STRATEGIES THAT PRODUCE RESULTS

Despite agricultural industry groups facing many of the same challenges, we do not have an off-the-shelf approach to workforce planning, development and training. We work with you to understand your needs and develop actions or resources that will best meet those needs.

This may include developing a high level strategy that could be used to create a workforce implementation plan, or designing resources such as career pathway guides and information resources for schools to attract young people to a career in agriculture.

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OUR EXPERIENCE

We work with businesses, communities, culturally diverse people, government and peak bodies at a local, regional and national scale. This means we understand the link between industry and regional workforce planning and business planning, as well as the issues associated with attracting, retaining and training good people.

RMCG has a history of working with training providers, community groups and Local Learning and Employment Networks (LLENs), which complements the work for government departments and industry groups.

RECENT PROJECTS	CLIENT
Identifying opportunities and challenges for culturally and linguistically diverse (CALD) communities to address workforce gaps in Victoria's agriculture sector	Agriculture Victoria
Workforce Strategy	Australian Pork Limited
National Regional Workforce Support	Dairy Australia
North West Agricultural Workforce Plan	Tasmanian Department of State Growth
Career Pathways Guide for the Fruit Industry	Victorian Department of Jobs, Precincts and Regions
Rural Workforce Development Plan	Rural Councils Victoria

Additional project examples can be found [here](#).

"It has been great working with you ... Your creativity, enthusiasm, generosity and flexibility makes it easy and fun! And I am proud of what we have created."

– Horticulture client

CONTACT US



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