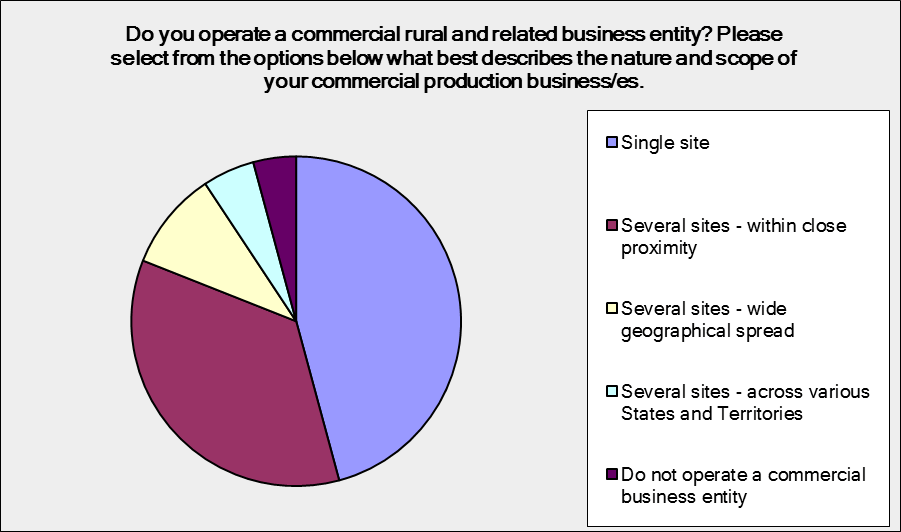
**Q1 Do you operate a commercial rural and related business entity? Please select from the options below what best describes the nature and scope of your commercial production business/es.**

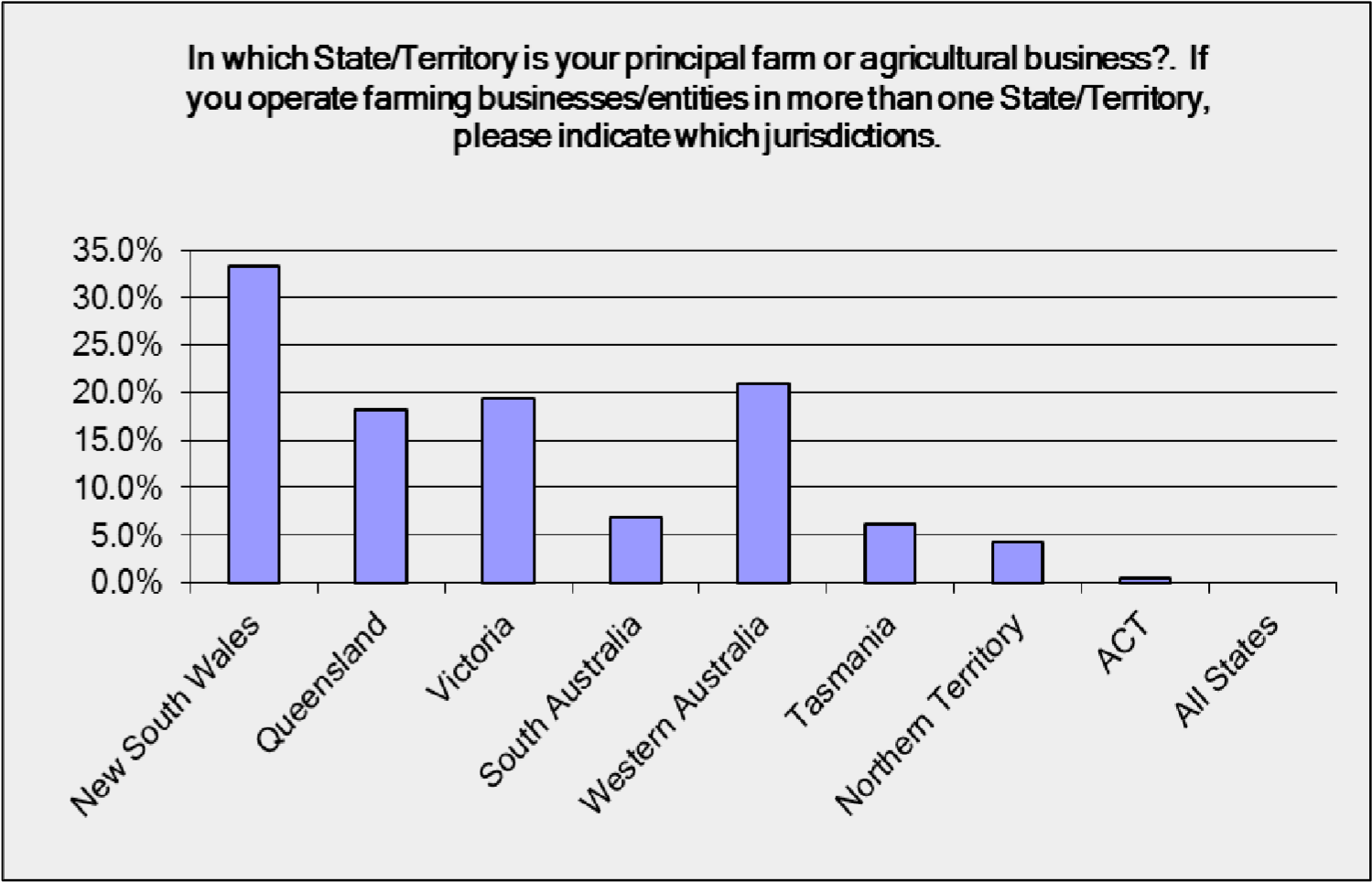
**Answered: 499 Skipped: 2**



|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Single site | **45.49%** | 227 |
| Several sites - within c lose proximity | **35.47%** | 177 |
| Several sites - wide geographic al spread | **9.22%** | 46 |
| Several sites - ac ross various States and Territories | **5.21%** | 26 |
| Do not operate a commercial business entity | **4.61%** | 23 |
| **Total** |  | **499** |

# Q2 In which State/Territory is your principal farm or agricultural business? If you operate farming businesses/entities in more than one State/Territory, please indicate which jurisdictions.

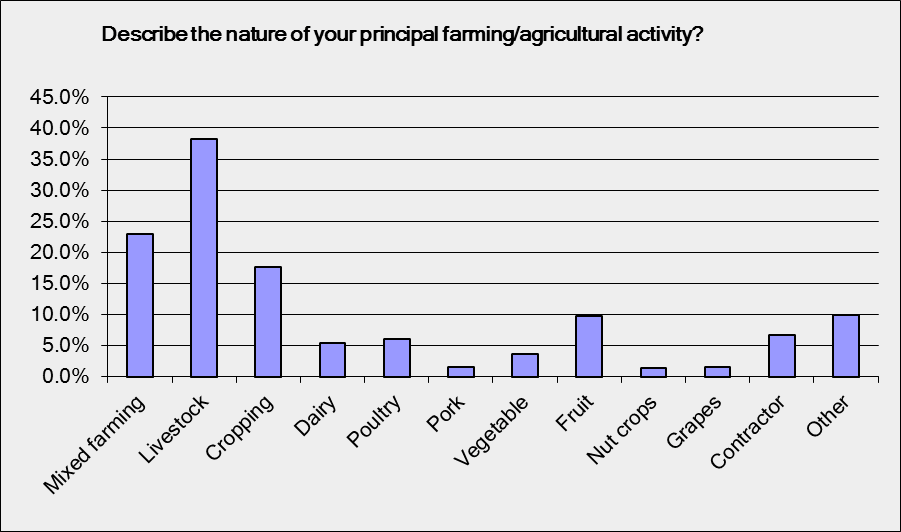
**Answered: 497 Skipped: 4**



|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| New South Wales | **33.20%** | 165 |
| Queensland | **18.11%** | 90 |
| Victoria | **19.32%** | 96 |
| South Australia | **6.84%** | 34 |
| Western Australia | **20.93%** | 104 |
| Tasmania | **6.24%** | 31 |
| Northern Territory | **4.23%** | 21 |
| ACT | **0.40%** | 2 |
| All States | **0%** | 0 |
| **Total Respondents: 497** |  |  |



**Q3 Describe the nature of your principal farming/agricultural activity.**



|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Mixed farming | **22.98%** | 114 |
| Livestock | **38.31%** | 190 |
| Cropping | **17.74%** | 88 |
| Dairy | **5.44%** | 27 |
| Poultry | **6.05%** | 30 |
| Pork | **1.61%** | 8 |
| Vegetable | **3.63%** | 18 |
| Fruit | **9.68%** | 48 |
| Nut crops | **1.41%** | 7 |
| Grapes | **1.61%** | 8 |
| Contractor | **6.65%** | 33 |
| Other | **9.88%** | 49 |
| **Total Respondents: 496** |  |  |

**Q4 What best describes the nature of your enterprise/s?**

**Answered: 496 Skipped: 5**

%

100

%

80

**84.27**

**%**

%

60

%

40

%

20

**0.81**

**%**

**5.65**

**%**

**8.47**

**%**

**3.63**

**%**

%

0

**Owner/operator**

**including**

**Cooperative**

**Corporate**

**business**

**20-100**

**Employees**

**> 100**

**Employees**

**family business** **(medium)** **(large)**

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Owner/operator including family business | **84.27%** | 418 |
| Cooperative | **0.81%** | 4 |
| Corporate business | **5.65%** | 28 |
| 20-100 Employees (medium) | **8.47%** | 42 |
| > 100 Employees (large) | **3.63%** | 18 |
| **Total Respondents: 496** |  |  |

**Q5 Which of the options below best describes the size of your enterprise/s?** **Please include permanent, casual and part- time employees.**

**Answered: 496 Skipped: 5**

%

100

80

%

%

40

20

%

**30.65**

**%**

**42.14**

**%**

**18.95**

**%**

**9.07**

**%**

**%**

**4.03**

%

0

**Family farm**

**-**

**primarily**

**1-5**

**Employees**

**5-20**

**Employees**

**20-100**

**Employees**

**> 100**

**Employees**

**family (small)** **(small to (medium)** **(large)** **members** **medium)**

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Family farm - primarily family members employed only | **30.65%** | 152 |
| 1-5 Employees (small) | **42.14%** | 209 |
| 5-20 Employees (small to medium) | **18.95%** | 94 |
| 20-100 Employees (medium) | **9.07%** | 45 |
| > 100 Employees (large) | **4.03%** | 20 |
| **Total Respondents: 496** |  |  |

**Q6 How many family members or business partners are involved with your enterprise on a full-time and/or part-time basis? Family members can include partners/spouses, parents, sons, daughters, brothers, sisters, aunts, uncles etc**

**Answered: 447 Skipped: 54**

100

%

**Number**

%

80

60

%

40

%

20

%

0

%

**Full-time**

**Part-time**

> 4

1

2

3

4

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Number** |  |  |  |  |  |  |  |  |  |  |  | |  |
|  | **1** |  | **2** |  | **3** |  |  | **4** |  | **> 4** |  | **Total** |  |
| Full-time |  | **35.01%** |  | **37.03%** |  |  | **14.86%** |  | **7.81%** |  | **5.29%** |  |  |
|  |  | 139 |  | 147 |  |  | 59 |  | 31 |  | 21 |  | 397 |
| Part-time |  | **42.91%** |  | **30.18%** |  |  | **16%** |  | **3.27%** |  | **7.64%** |  |  |
|  |  | 118 |  | 83 |  |  | 44 |  | 9 |  | 21 |  | 275 |

**Q7 On what basis do you employ staff, if any?**

**Answered: 475 Skipped: 25**

%

100

80

%

60

%

40

%

20

%

0

%

**Casual**

**Part-time**

**Full-time**

**Contract**

**Seasonal**

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Casual | **65.89%** | 313 |
| Part-time | **22.95%** | 109 |
| Full-time | **52.21%** | 248 |
| Contract | **28.21%** | 134 |
| Seasonal | **25.26%** | 120 |
| **Total Respondents: 475** |  |  |

**Q8 In the last 12 months have you employed or attempted to employ rural** **and related workers? If yes, please confirm whether you were successful and the time taken to complete the recruitment process.**

**Answered: 493 Skipped: 8**

%

100

%

80

60

%

40

%

20

%

0

%

**Yes**

**No**

**month**

**1**

**months**

**2**

**months**

**3**

**Longer**

**than 3**

**months**

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Yes | **68.97%** | 340 |
| No | **28.40%** | 140 |
| 1 month | **31.24%** | 154 |
| 2 months | **12.37%** | 61 |
| 3 months | **4.87%** | 24 |
| Longer than 3 months | **10.75%** | 53 |
| **Total Respondents: 493** |  |  |

**Q9 Please describe the nature of your labour / workforce requirements.**

**Answered: 441 Skipped: 35**

%

100

%

80

%

60

40

%

%

20

%

0

**Semi-skilled**

**workers -**

**New entrants**

**Traineeship /**

**Skilled**

**workers -**

**Supervisory**

**Overseer**

**Management -**

**Farm manager**

**labourers**  **Apprenticeship** **Farm/Station Leading hand** **hands**

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Semi-skilled workers - labourers | **56.68%** | 263 |
| New entrants - Traineeship/Apprenticeship | **15.09%** | 70 |
| Skilled workers - Farm/Station hands | **59.70%** | 277 |
| Supervisory - Overseer/Leading hand | **18.97%** | 88 |
| Management - Farm manager | **15.52%** | 72 |
| **Total Respondents: 464** |  |  |

**Q10 Have you engaged with or attempted to utilise options available through the Australian Migration system to access employees? If yes, please identify which options from the list below, and confirm whether you were successful or not, or expect to be successful or not, and the number of employees effectively sourced.**

**Migration...**

**Visa...**

**Categories...**

Yes

No

100

%

**Successful**

**or not**

80

%

60

%

%

40

%

20

%

0

**Permanent**

**Labour**

**Temporary**

**Temporary**

**S**

**eas**

**on**

**a**

**l**

**Employer**

**Agreements**

**Work**

**Working**

**Worker**

**Answered: 279 Skipped: 222**

100

%

**Option used, if any**

80

%

60

%

40

%

20

%

%

0

**Permanent**

**Employer**

**Labour**

**Agreements**

**Temporary**

**Work**

**Temporary**

**Working**

**Seasonal**

**Worker**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Sponsored**  **Migration...** |  | **(Skilled)** **Visa...** | **Holiday Visa** **Categories...** | **Program** |

**Sponsored (Skilled) Holiday Visa Program**

%

100

**No. of employees sourced**

80

%

%

60

%

40

%

20

%

0

**Permanent**

**Labour**

**Temporary**

**Temporary**

**S**

**eas**

**on**

**a**

**l**

**Employer**

**Agreements**

**Work**

**Working**

**Worker**

**Sponsored** **(Skilled)** **Holiday Visa** **Program** **Migration...** **Visa...** **Categories...**

5-20 > 20

1

1-5

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Option used, if any** |  |  |  | **Yes** |  | **No** | **Total** |
| Permanent Employer Sponsored Migration Program |  |  |  | **24.43%** 43 |  | **75.57%** 133 | 176 |
| Labour Agreements |  |  |  | **15.58%** 24 |  | **84.42%** 130 | 154 |
| Temporary Work (Skilled) Visa (subclass 457) - 457 Visa |  |  |  | **34.48%** 60 |  | **65.52%** 114 | 174 |
| Temporary Working Holiday Visa Categories - Backpackers |  |  |  | **57.69%** 135 |  | **42.31%** 99 | 234 |
| Seasonal Worker Program |  |  |  | **12.50%** 19 |  | **87.50%** 133 | 152 |
| **Successful or not** |  |  |  | **Yes** |  | **No** | **Total** |
| Permanent Employer Sponsored Migration Program |  |  |  | **54.72%** 29 |  | **45.28%** 24 | 53 |
| Labour Agreements |  |  |  | **62.96%** 17 |  | **37.04%** 10 | 27 |
| Temporary Work (Skilled) Visa (subclass 457) - 457 Visa |  |  |  | **74.60%** 47 |  | **25.40%** 16 | 63 |
| Temporary Working Holiday Visa Categories - Backpackers |  |  |  | **95.45%** 126 |  | **4.55%**  6 | 132 |
| Seasonal Worker Program |  |  |  | **71.43%** 20 |  | **28.57%**  8 | 28 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **No. of employees sourced** | **1** |  | **1-5** | **5-20** | **> 20** | **Total** |
| Permanent Employer Sponsored Migration Program |  | **63.89%** 23 | **30.56%** 11 | **0%**  0 | **5.56%**  2 | 36 |
| Labour Agreements |  | **15.79%**  3 | **26.32%**  5 | **26.32%**  5 | **31.58%**  6 | 19 |
| Temporary Work (Skilled) Visa (subclass 457) - 457 Visa |  | **44.44%** | **38.89%** | **7.41%** | **9.26%** |  |
|  |  | 24 | 21 | 4 | 5 | 54 |
| Temporary Working Holiday Visa Categories - Backpackers |  | **12.80%** | **41.60%** | **26.40%** | **19.20%** |  |
|  |  | 16 | 52 | 33 | 24 | 125 |
| Seasonal Worker Program |  | **16.67%** | **38.89%** | **22.22%** | **22.22%** |  |
|  |  | 3 | 7 | 4 | 3 | 18 |

# Q11 What approaches/strategies have you used/applied to date to identify, develop and foster skills training and personnel development within your enterprise/s?

**Answered: 476 Skipped: 25**

%

0.0

5.0

%

10.0

%

15.0

%

20.0

%

25.0

%

%

30.0

35.0

%

40.0

%

45.0

%

50.0

%

Formal

workforce

planning

processes

Use of

agricultural

consultants

Skills and

training

need

analysis

Internal

Human

Resource

Unit

Use of

labour hire

contractors

Have not

used any

What approaches/strategies have you used/applied to date to

identify, develop and foster skills training and personnel

development within your enterprise/s?

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Formal workforce planning processes | **22.48%** | 107 |
| Use of agricultural consultants | **18.28%** | 87 |
| Skills and training need analysis | **19.96%** | 95 |
| Internal Human Resource Unit | **9.66%** | 46 |
| Use of labour hire contractors | **14.71%** | 70 |
| Have not used any | **44.54%** | 212 |
| **Total Respondents: 476** |  |  |

**Q12 On what basis would you assess your labour, skills and other workforce development requirements?**

**Answered: 490 Skipped: 11**

%

100

%

80

60

%

40

%

20

%

%

0

**Annually**

**Regularly**

**As the need**

**arises**

**Do not formally**

**assess these**

**requirements**

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Annually | **9.59%** | 47 |
| Regularly | **26.33%** | 129 |
| As the need arises | **48.37%** | 237 |
| Do not formally assess these requirements | **15.71%** | 77 |
| **Total** |  | **490** |

**Q13 If you use workforce planning processes, which of the following scenarios best describes your approach?**

**Answered: 363 Skipped: 138**

If you use workforce planning processes, which of

the following scenarios best describes your approach?

Is confined to an on-going

review of skill and labour

requirements

Informal process not

conducted using a template

Involves the use of a purpose

built template, and recorded

written outcomes

Is a formal structured process

conducted with the assistance

of an external Consultant/HR

Specialist

An internal formal process

conducted without external

assistance

Process findings guide and

underpin all recruitment,

training and workforce

development decisions

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Is confined to an on-going review of skill and labour requirements | **37.47%** | 136 |
| Informal process not conducted using a template | **43.80%** | 159 |
| Involves the use of a purpose built template, and recorded written outcomes | **5.23%** | 19 |
| Is a formal structured process conducted with the assistance of an external Consultant/HR Specialist | **1.93%** | 7 |
| An internal formal process conducted without external assistance | **10.47%** | 38 |
| Process findings guide and underpin all recruitment, training and workforce development decisions | **1.10%** | 4 |
| **Total** |  | **363** |

**Q14 What do you focus on when reviewing workforce requirements?**

**Answered: 455 Skipped: 46**

What do you focus on when reviewing workforce requirements?

The labour needs of your

business

Skills required as well as

number of employees

needed

Assess the skills

development requirements

of existing workers and

development of individual

training plans

All aspects of workforce

planning labour

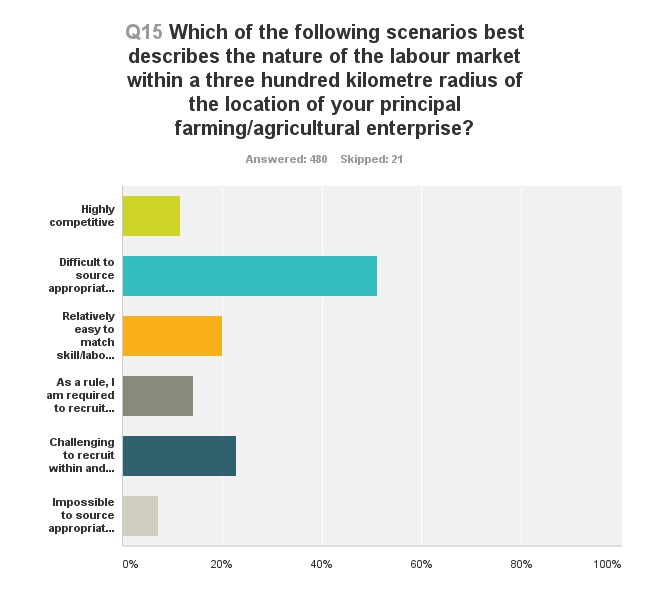
requirements, skills needs,

job statements, and existing

workers training and

development

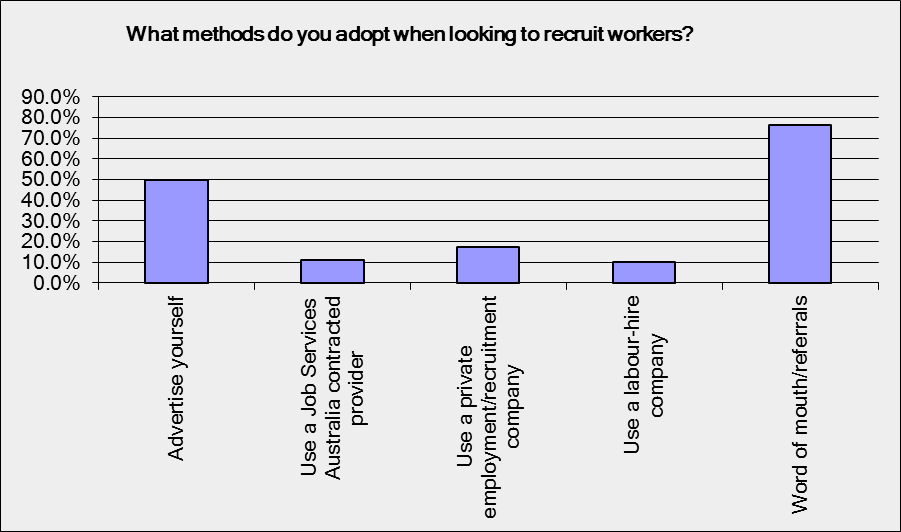
|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| The labour needs of your business | **36.48%** | 166 |
| Skills required as well as number of employees needed | **39.12%** | 178 |
| Assess the skills development requirements of existing workers and development of individual training plans | **5.27%** | 24 |
| All aspects of workforce planning labour requirements, skills needs, job statements, and existing workers training and development | **19.12%** | 87 |
| **Total** | **455** | |



|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Highly competitive | **11.67%** | 56 |
| Difficult to source appropriately skilled and trained personnel | **51.04%** | 245 |
| Relatively easy to match skill/labour needs within the immediate area | **20%** | 96 |
| As a rule, I am required to recruit from outside my local area | **14.17%** | 68 |
| Challenging to recruit within and outside my local/regional area | **22.92%** | 110 |
| Impossible to source appropriately skilled personnel | **7.29%** | 35 |
| **Total Respondents: 480** |  |  |

**Q16 What methods do you adopt when looking to recruit workers?**

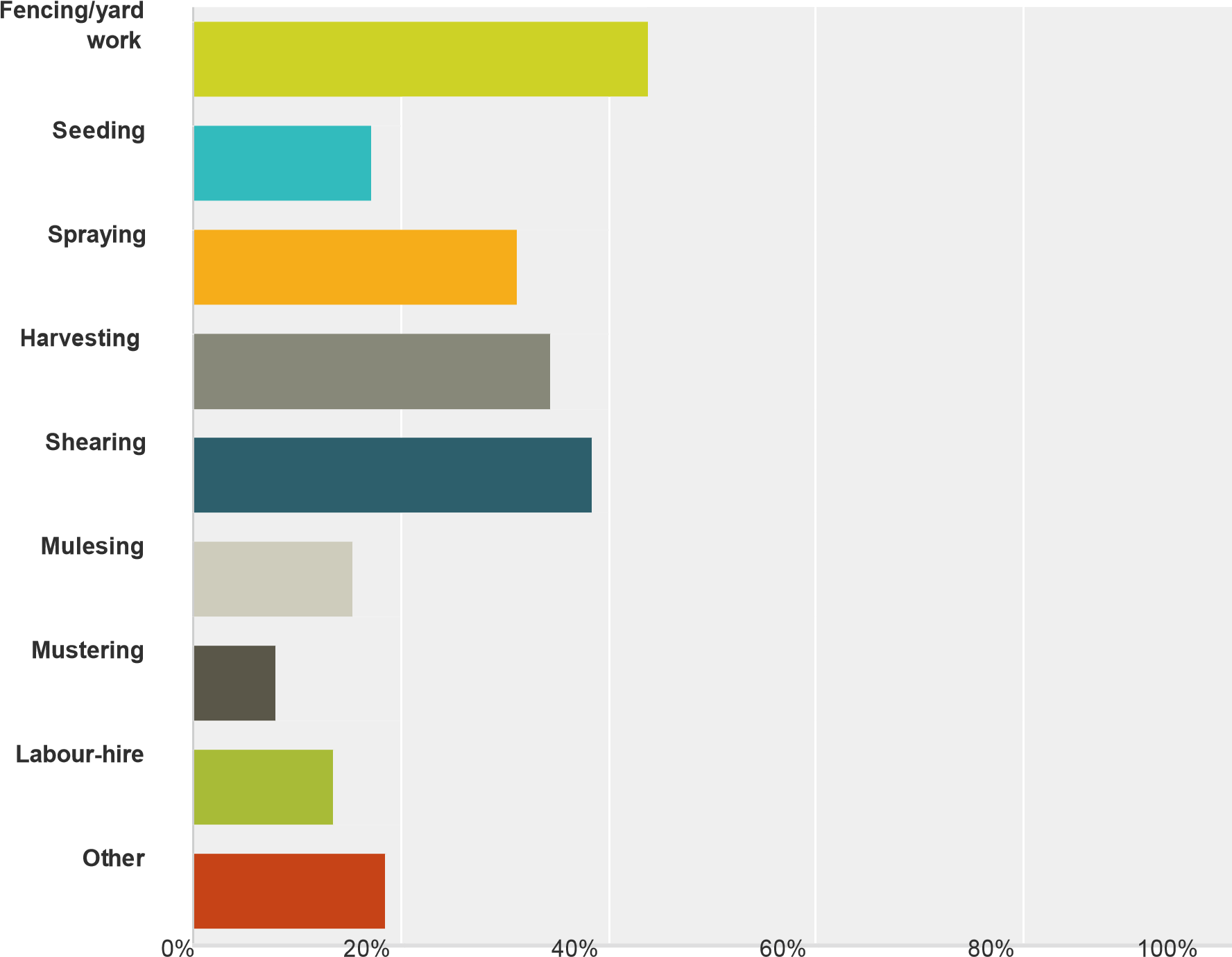
**Answered: 479 Skipped: 22**



|  |  |  |  |
| --- | --- | --- | --- |
| **Answer Choices** | **Responses** |  |  |
| Advertise yourself | **49.90%** |  | 239 |
| Use a Job Services Australia contracted provider | **10.86%** |  | 52 |
| Use a private employment/recruitment company | **17.12%** |  | 82 |
| Use a labour-hire company | **10.23%** |  | 49 |
| Word of mouth/referrals | **76.41%** |  | 366 |
| **Total Respondents: 479** |  |  |  |

# Q17 Does your enterprise/s use contractors? If yes, please identify range of services.

# Answered: 401 Skipped: 100



|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Answer Choices** | **Responses** |  |  |  |
| Fencing/yard work | **43.89%** |  |  | 176 |
| Seeding | **17.21%** |  |  | 69 |
| Spraying | **31.17%** |  |  | 125 |
| Harvesting | **34.41%** |  |  | 138 |
| Shearing | **38.40%** |  |  | 154 |
| Mulesing | **15.46%** |  |  | 62 |
| Mustering | **7.98%** |  |  | 32 |
| Labour-hire | **13.72%** |  |  | 55 |
| Other | **18.70%** |  |  | 75 |
| **Total Respondents: 401** |  |  |  |  |

**Q18 Is your use of contractors motivated or necessitated by difficulties in recruiting workers? If yes, please explain why?**

**Answered: 194 Skipped: 307**

1 in 5 respondents indicated that their use of contractors is motivated or necessitated by difficulties in recruiting skilled workers.

**Q19 Which of the following scenarios best describe your anticipated business performance over the next three to five years? If growth is expected, will it rely on you expanding your workforce?**

**Answered: 496 Skipped: 5**

0

%

20

%

40

%

60

%

80

%

100

%

**Improved profitability and growth**

**Expand into other areas/activities**

**Maintained at current levels**

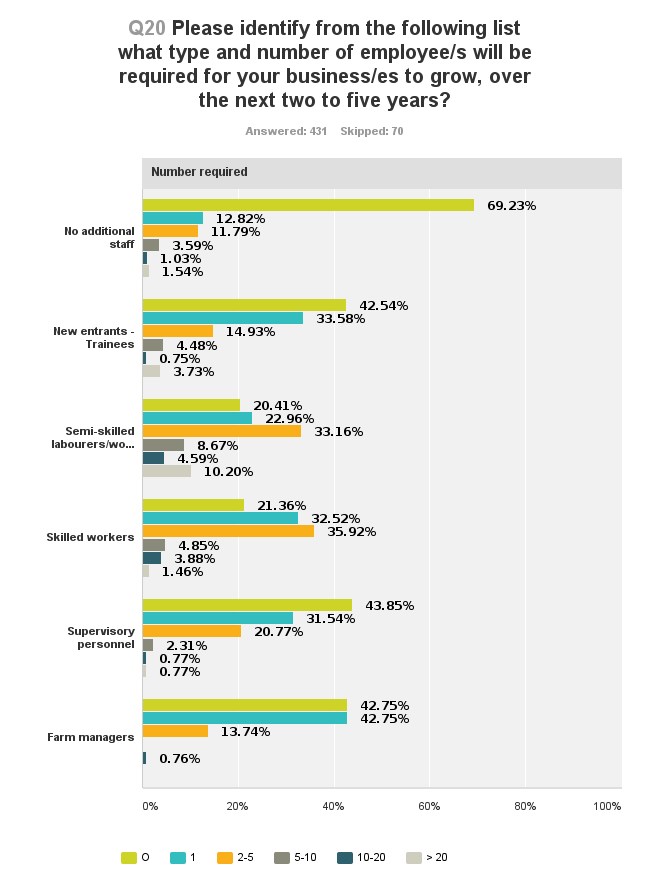
**Likely to contract**

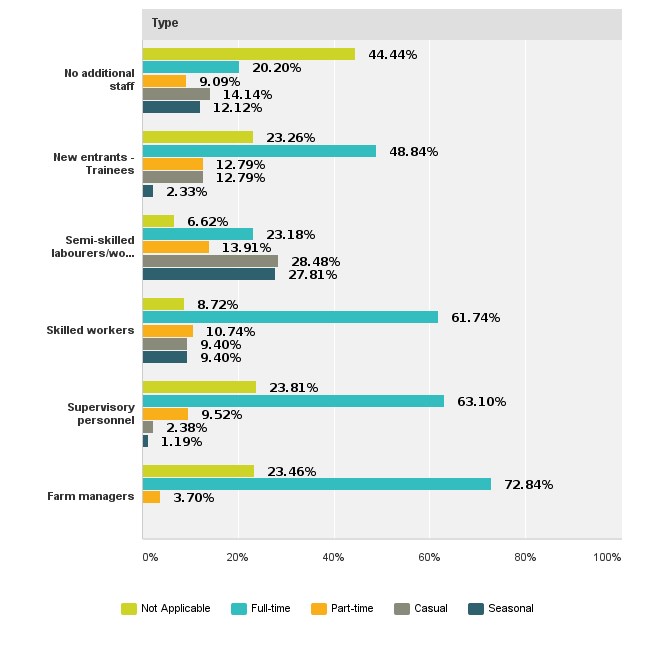
**May leave the industry**

**Yes**

**No**

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Improved profitability and growth | **45.56%** | 226 |
| Expand into other areas/activities | **12.70%** | 63 |
| Maintained at current levels | **32.06%** | 159 |
| Likely to contract | **7.06%** | 35 |
| May leave the industry | **13.71%** | 68 |
| Yes | **20.56%** | 102 |
| No | **16.73%** | 83 |
| **Total Respondents: 496** |  |  |





**Q21 In the last twelve months, have you or any of your employees undertaken any formal training? If yes, please provide course/skill set or training program name.**

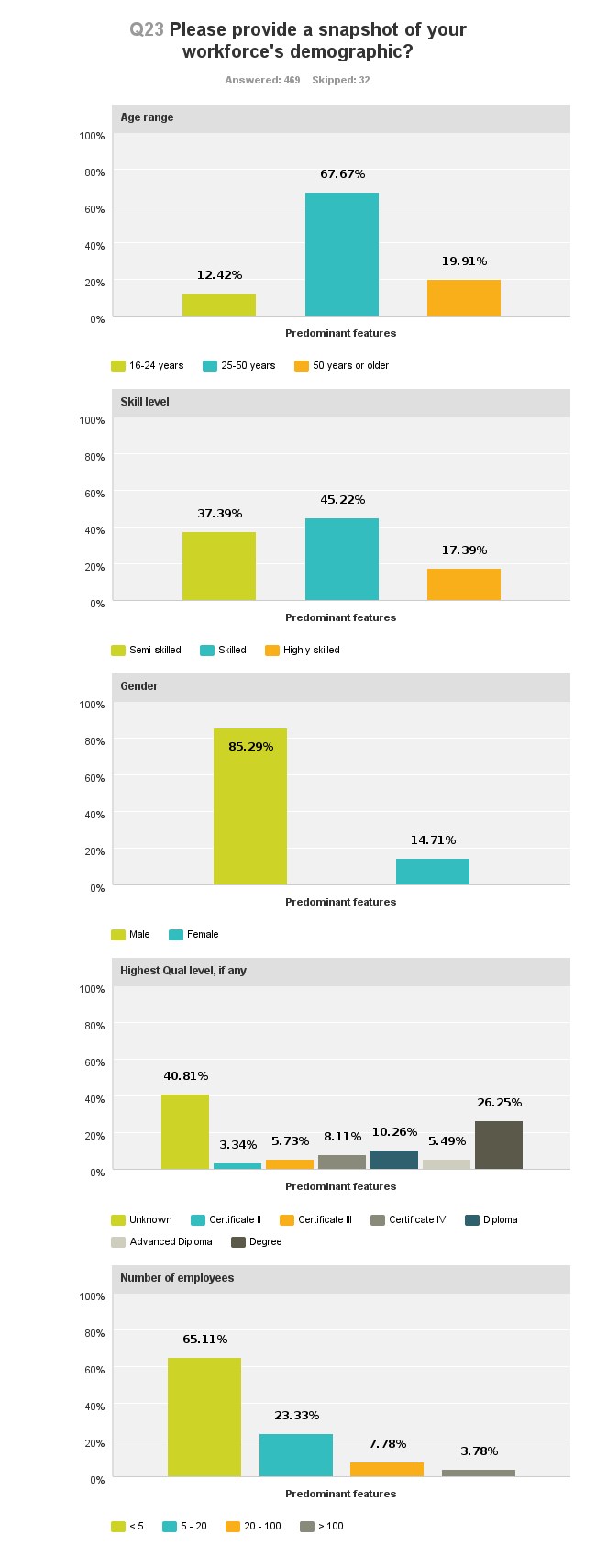
Answered: 287 Skipped: 214

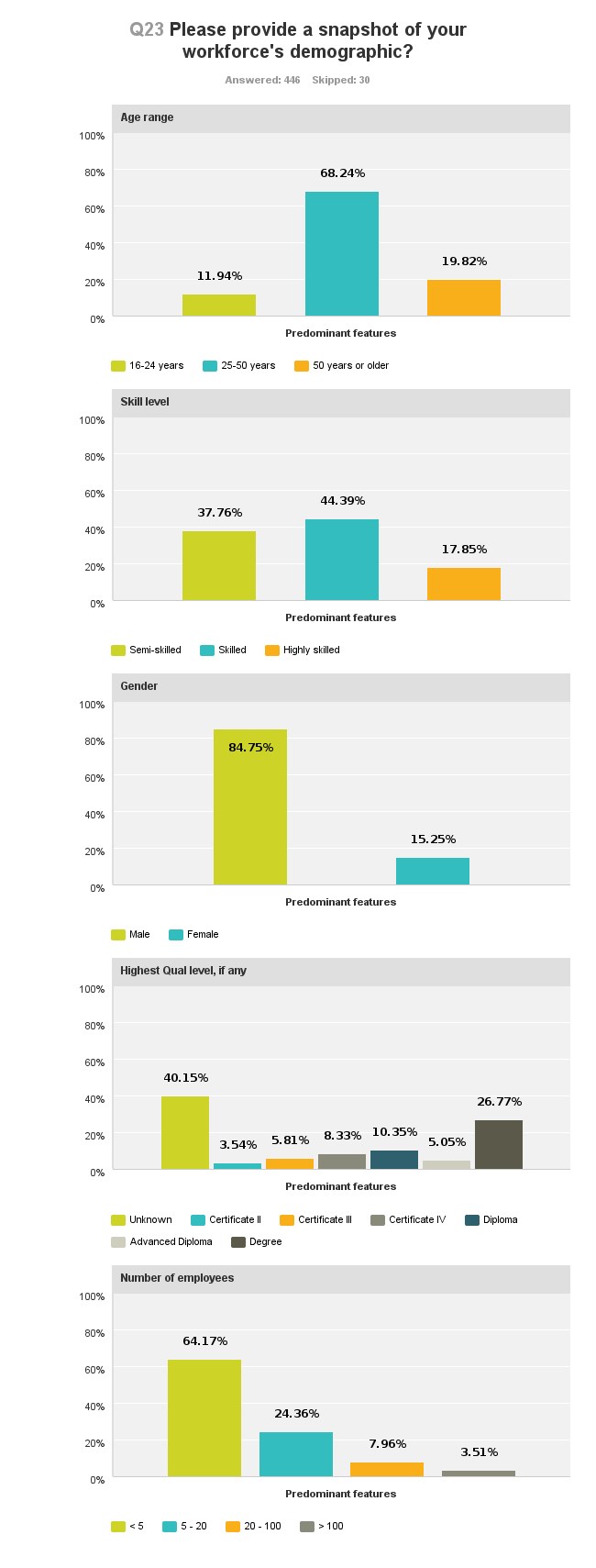
40 % of respondents indicated that they or a member of their workforce had undertaken formal training in the last twelve months. 60% of respondents did not.

**Q22 In the next six to twelve months, will you or any of your employees commence a course of formal study or look to complete a training program? If yes, please provide course, skill set or training program name/s.**

**Answered: 232 Skipped: 269**

30 % of respondents indicated that they or a member of their workforce would undertake formal training or a training program in the next twelve months. 70% of respondents will not.





|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Age range** | |  | | | | | | | | | | | | | | | | | | | |
|  | |  | **16-24 years** | | | | | **25-50 years** | | | | | | **50 years or older** | | | | | | | **Total** |
| Predominant features | |  | **12.42%** 58 | | | | | **67.67%** 316 | | | | | | **19.91%** 93 | | | | | | | 467 |
| **Skill lev el** | |  | | | | | | | | | | | | | | | | | | | |
|  | |  | | **Semi-skilled** | | | | | | **Skilled** | | | | | **Highly skilled** | | | | | **Total** | |
| Predominant features | |  | | **37.39%** 172 | | | | | | **45.22%** 208 | | | | | **17.39%** 80 | | | | | 460 | |
| **Gender** | |  | | | | | | | | | | | | | | | | | | | |
|  | |  | | | | **Male** | | | | | | | **Female** | | | | | | **Total** | | |
| Predominant features | |  | | | | **85.29%** 348 | | | | | | | **14.71%** 60 | | | | | | 408 | | |
| **Highest Qual level, if any** | |  | | | | | | | | | | | | | | | | | | | |
|  | **Unknown** | **Certificate II** | | | **Certificate III** | | | | **Certificate IV** | | | **Diploma** | | | | **Adv anced Diploma** | | **Degree** | | **Total** | |
| Predominant features | **40.81%** 171 | **3.34%** 14 | | | **5.73%** 24 | | | | **8.11%** 34 | | | **10.26%** 43 | | | | **5.49%** 23 | | **26.25%** 110 | | 419 | |
| **Number of employees** | |  | | | | | | | | | | | | | | | | | | | |
|  | |  | | **< 5** | | | **5 - 20** | | | | **20 - 100** | | | | | | **> 100** | | | **Total** | |
| Predominant features | |  | | **65.11%** 293 | | | **23.33%** 105 | | | | **7.78%** 35 | | | | | | **3.78%** 17 | | | 450 | |

**Q24 From your perspective, which of following challenges will have the greatest impact on your enterprise/s in the next three to five years?**

**Answered: 486 Skipped: 15**

**Financial viability**

**65.84**

**%**

**Government regulations**

**Skill and labour shortages**

**Highly competitive global**

**markets**

**42.18**

**%**

**36.63**

**%**

**6**

**30.8**

**%**

**Threats from mining/CSG**

**%**

**14**

**.40**

**29.84**

**%**

**Climate variability**

**Other**

**%**

**8.85**

%

0

%

20

%

40

%

60

%

80

%

100

|  |  |  |  |
| --- | --- | --- | --- |
| **Answer Choices** | **Responses** |  |  |
| Financial viability | **65.84%** |  | 320 |
| Government regulations | **42.18%** |  | 205 |
| Skill and labour shortages | **36.63%** |  | 178 |
| Highly competitive global markets | **30.86%** |  | 150 |
| Threats from mining/CSG | **14.40%** |  | 70 |
| Climate variability - including impacts of climate change | **29.84%** |  | 145 |
| Other | **8.85%** |  | 43 |
| **Total Respondents: 486** |  |  |  |

**Q25 What provides the greatest impediment to employing rural and related workers?**

**Answered: 483 Skipped: 18**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  |  |  | | **.76%**  **50.52** | **%** |  |
|  | | | **45** |
|  |  |  |
|  | | | |
| **12.** | **63%** |  | |
| **6.21**  **%**    **4.97**  **%** | **22.77%**        **33** | **.54%** | |  |  |  |

Cannot afford to employ additional personnel

Shortage of skilled and committed labour.

Highly competitive labour. markets

Small and inadequate applicant choice.

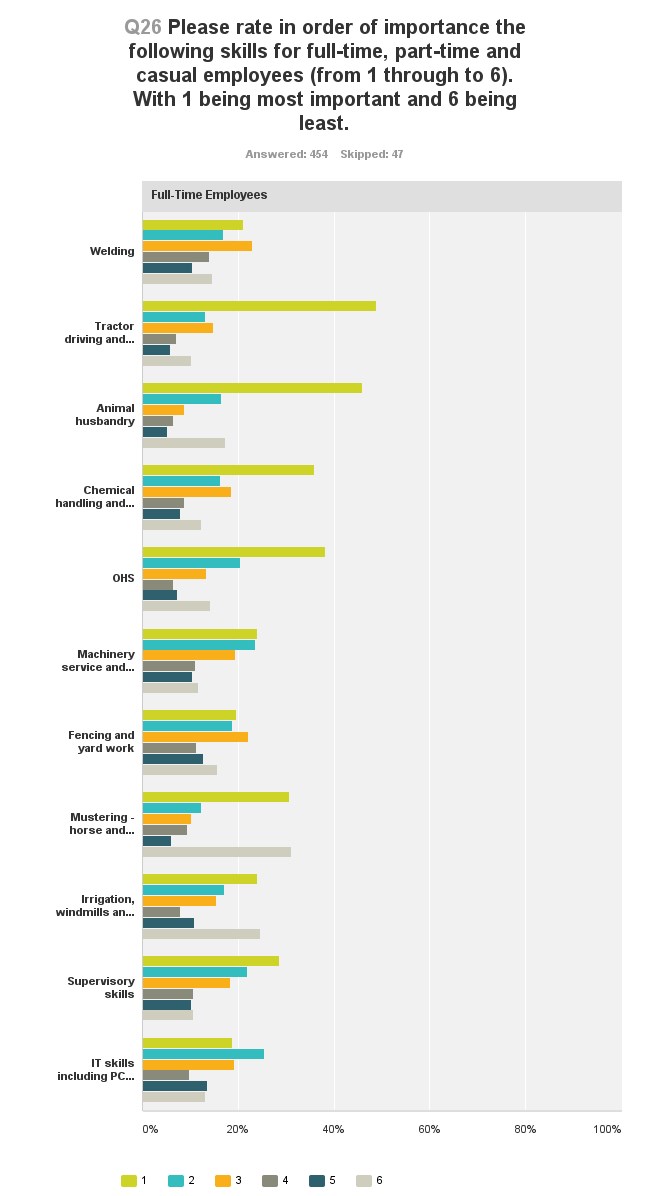
Government regulations including OHS requirements

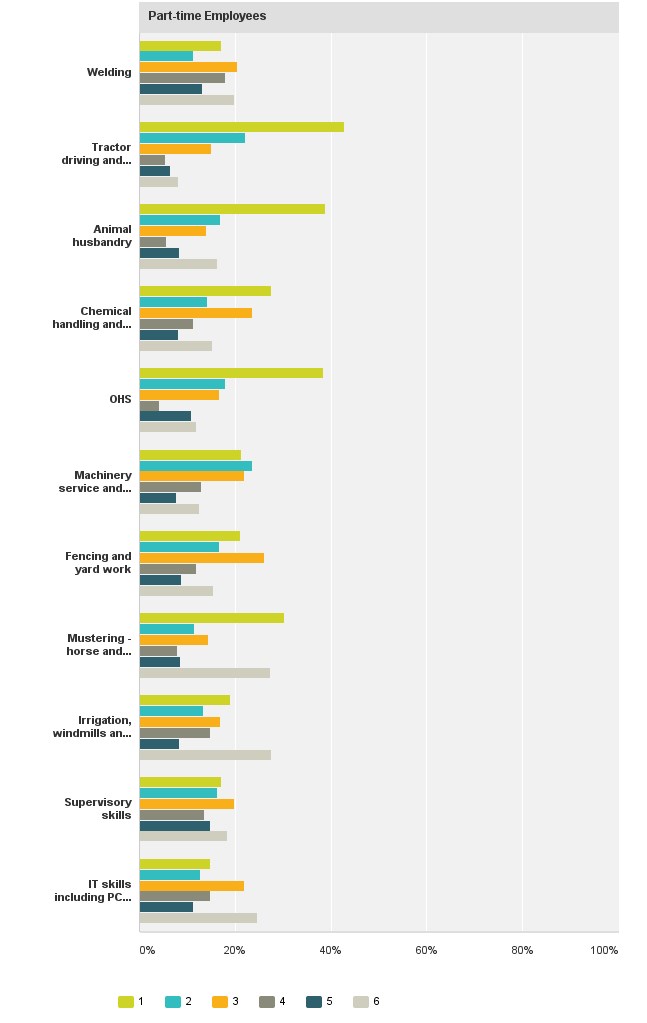
Other

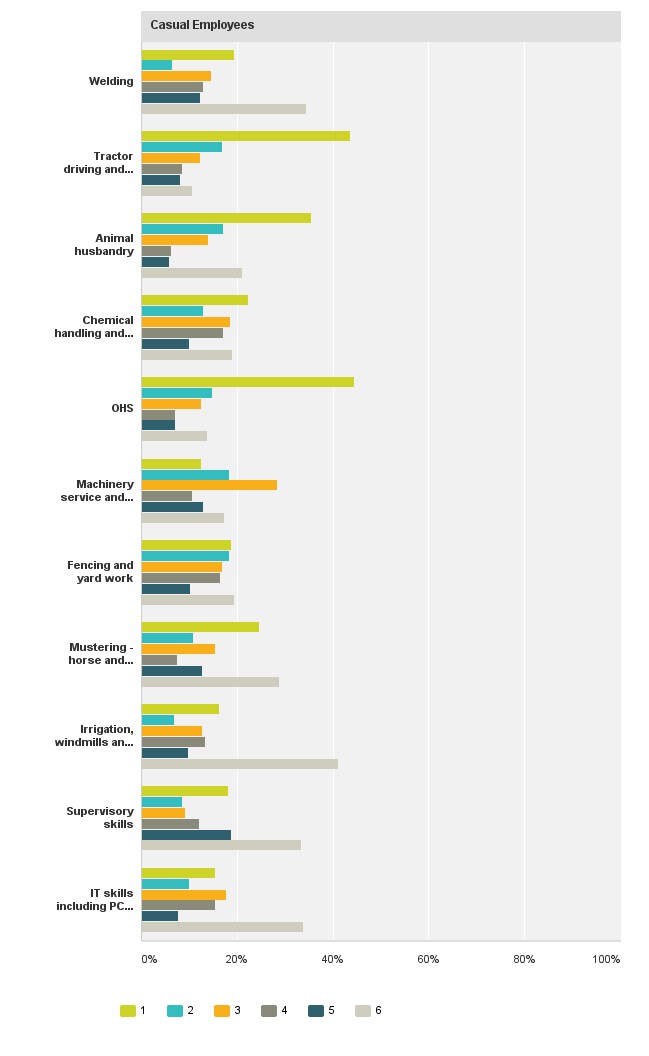
No impediments

0% 20% 40% 60% 80% 100%

|  |  |  |
| --- | --- | --- |
| **Answer Choices** | **Responses** |  |
| Cannot afford to employ additional personnel | **45.76%** | 221 |
| Shortage of skilled and committed labour | **50.52%** | 244 |
| Highly competitive labour markets | **12.63%** | 61 |
| Small and inadequate applic ant choice | **22.77%** | 110 |
| Government regulations including OHS requirements | **33.54%** | 162 |
| Other | **6.21%** | 30 |
| No impediments | **4.97%** | 24 |
| **Total Respondents: 483** |  |  |







APPENDIX A - Agriculture Workforce - Farm Sector Employer Survey Results

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Full-Time Employees** | |  | |  | |  | |  | |  | |  | |  | |
|  | | **1** | | **2** | | **3** | | **4** | | **5** | | **6** | | **Total** | |
| Welding | | **21.05%** | | **16.92%** | | **22.93%** | | **13.91%** | | **10.53%** | | **14.66%** | |  | |
|  | | 56 | | 45 | | 61 | | 37 | | 28 | | 39 | | 266 | |
| Tractor driving and heavy machinery | | **48.92%** | | **13.23%** | | **14.77%** | | **7.08%** | | **5.85%** | | **10.15%** | |  | |
|  | | 159 | | 43 | | 48 | | 23 | | 19 | | 33 | | 325 | |
| Animal husbandry | | **45.98%** | | **16.40%** | | **8.68%** | | **6.43%** | | **5.14%** | | **17.36%** | |  | |
|  | | 143 | | 51 | | 27 | | 20 | | 16 | | 54 | | 311 | |
| Chemic al handling and application | | **35.95%** | | **16.34%** | | **18.63%** | | **8.82%** | | **7.84%** | | **12.42%** | |  | |
|  | | 110 | | 50 | | 57 | | 27 | | 24 | | 38 | | 306 | |
| OHS | | **38.26%** | | **20.47%** | | **13.42%** | | **6.38%** | | **7.38%** | | **14.09%** | |  | |
|  | | 114 | | 61 | | 40 | | 19 | | 22 | | 42 | | 298 | |
| Machinery service and repairs | | **23.95%** | | **23.62%** | | **19.42%** | | **11.00%** | | **10.36%** | | **11.65%** | |  | |
|  | | 74 | | 73 | | 60 | | 34 | | 32 | | 36 | | 309 | |
| Fencing and yard work | | **19.57%** | | **18.84%** | | **22.10%** | | **11.23%** | | **12.68%** | | **15.58%** | |  | |
|  | | 54 | | 52 | | 61 | | 31 | | 35 | | 43 | | 276 | |
| Mustering - horse and motorbike | | **30.74%** | | **12.30%** | | **10.25%** | | **9.43%** | | **6.15%** | | **31.15%** | |  | |
|  | | 75 | | 30 | | 25 | | 23 | | 15 | | 76 | | 244 | |
| Irrigation, windmills and bores | | **23.90%** | | **17.13%** | | **15.54%** | | **7.97%** | | **10.76%** | | **24.70%** | |  | |
|  | | 60 | | 43 | | 39 | | 20 | | 27 | | 62 | | 251 | |
| Supervisory skills | | **28.52%** | | **21.83%** | | **18.31%** | | **10.56%** | | **10.21%** | | **10.56%** | |  | |
|  | | 81 | | 62 | | 52 | | 30 | | 29 | | 30 | | 284 | |
| IT skills including PCs, GPS, NLIS | | **18.80%** | | **25.56%** | | **19.17%** | | **9.77%** | | **13.53%** | | **13.16%** | |  | |
|  | | 50 | | 68 | | 51 | | 26 | | 36 | | 35 | | 266 | |
| **Part-time Employees** | |  | |  | |  | |  | |  | |  | |  | |
|  | | **1** | | **2** | | **3** | | **4** | | **5** | | **6** | | **Total** | |
| Welding | | **17.22%** | | **11.26%** | | **20.53%** | | **17.88%** | | **13.25%** | | **19.87%** | |  | |
|  | | 26 | | 17 | | 31 | | 27 | | 20 | | 30 | | 151 | |
| Tractor driving and heavy machinery | | **42.70%** | | **22.16%** | | **15.14%** | | **5.41%** | | **6.49%** | | **8.11%** | |  | |
|  | | 79 | | 41 | | 28 | | 10 | | 12 | | 15 | | 185 | |
| Animal husbandry | | **38.76%** | | **16.85%** | | **14.04%** | | **5.62%** | | **8.43%** | | **16.29%** | |  | |
|  | | 69 | | 30 | | 25 | | 10 | | 15 | | 29 | | 178 | |
| Chemic al handling and application | | **27.65%** | | **14.12%** | | **23.53%** | | **11.18%** | | **8.24%** | | **15.29%** | |  | |
|  | | 47 | | 24 | | 40 | | 19 | | 14 | | 26 | | 170 | |
| OHS | | **38.32%** | | **17.96%** | | **16.77%** | | **4.19%** | | **10.78%** | | **11.98%** | |  | |
|  | | 64 | | 30 | | 28 | | 7 | | 18 | | 20 | | 167 | |
| Machinery service and repairs | | **21.30%** | | **23.67%** | | **21.89%** | | **13.02%** | | **7.69%** | | **12.43%** | |  | |
|  | | 36 | | 40 | | 37 | | 22 | | 13 | | 21 | | 169 | |
| Fencing and yard work | | **21.12%** | | **16.77%** | | **26.09%** | | **11.80%** | | **8.70%** | | **15.53%** | |  | |
|  | | 34 | | 27 | | 42 | | 19 | | 14 | | 25 | | 161 | |
| Mustering - horse and motorbike | | **30.22%** | | **11.51%** | | **14.39%** | | **7.91%** | | **8.63%** | | **27.34%** | |  | |
|  | | 42 | | 16 | | 20 | | 11 | | 12 | | 38 | | 139 | |
| Irrigation, windmills and bores | | **19.01%** | | **13.38%** | | **16.90%** | | **14.79%** | | **8.45%** | | **27.46%** | |  | |
|  | | 27 | | 19 | | 24 | | 21 | | 12 | | 39 | | 142 | |
| Supervisory skills | | **17.02%** | | **16.31%** | | **19.86%** | | **13.48%** | | **14.89%** | | **18.44%** | |  | |
|  | | 24 | | 23 | | 28 | | 19 | | 21 | | 26 | | 141 | |
| IT skills including PCs, GPS, NLIS | | **14.79%** | | **12.68%** | | **21.83%** | | **14.79%** | | **11.27%** | | **24.65%** | |  | |
|  | | 21 | | 18 | | 31 | | 21 | | 16 | | 35 | | 142 | |
| **Casual Employees** | |  | |  | |  | |  | |  | |  | |  | |
|  | | **1** | | **2** | | **3** | | **4** | | **5** | | **6** | | **Total** | |
| Welding | | **19.35%** | | **6.45%** | | **14.52%** | | **12.90%** | | **12.37%** | | **34.41%** | |  | |
|  | | 36 | | 12 | | 27 | | 24 | | 23 | | 64 | | 186 | |
| Tractor driving and heavy machinery | | **43.64%** | | **16.95%** | | **12.29%** | | **8.47%** | | **8.05%** | | **10.59%** | |  | |
|  | | 103 | | 40 | | 29 | | 20 | | 19 | | 25 | | 236 | |
| Animal husbandry | | **35.59%** | | **17.12%** | | **13.96%** | | **6.31%** | | **5.86%** | | **21.17%** | |  | |
|  | | 79 | | 38 | | 31 | | 14 | | 13 | | 47 | | 222 | |
| Chemic al handling and application | | **22.38%** | | **12.86%** | | **18.57%** | | **17.14%** | | **10%** | | **19.05%** | |  | |
|  | | 47 | | 27 | | 39 | | 36 | | 21 | | 40 | | 210 | |
| OHS | | **44.50%** | | **14.83%** | | **12.44%** | | **7.18%** | | **7.18%** | | **13.88%** | |  | |
|  | | 93 | | 31 | | 26 | | 15 | | 15 | | 29 | | 209 | |
| Machinery service and repairs | | **12.50%** | | **18.27%** | | **28.37%** | | **10.58%** | | **12.98%** | | **17.31%** | |  | |
|  | | 26 | | 38 | | 59 | | 22 | | 27 | | 36 | | 208 | |
| Fencing and yard work | | **18.84%** | | **18.36%** | | **16.91%** | | **16.43%** | | **10.14%** | | **19.32%** | |  | |
|  | | 39 | | 38 | | 35 | | 34 | | 21 | | 40 | | 207 | |
| Mustering - horse and motorbike | | **24.71%** | | **10.92%** | | **15.52%** | | **7.47%** | | **12.64%** | | **28.74%** | |  | |
|  | | 43 | | 19 | | 27 | | 13 | | 22 | | 50 | | 174 | |
| Irrigation, windmills and bores | | **16.18%** | | **6.94%** | | **12.72%** | | **13.29%** | | **9.83%** | | **41.04%** | |  | |
|  | | 28 | | 12 | | 22 | | 23 | | 17 | | 71 | | 173 | |
| Supervisory skills | | **18.18%** | | **8.48%** | | **9.09%** | | **12.12%** | | **18.79%** | | **33.33%** | |  | |
|  | | 30 | | 14 | | 15 | | 20 | | 31 | | 55 | | 165 | |
| IT skills including PCs, GPS, NLIS | | **15.38%** | | **10.06%** | | **17.75%** | | **15.38%** | | **7.69%** | | **33.73%** | |  | |
|  | | 26 | | 17 | | 30 | | 26 | | 13 | | 57 | | 169 | |