

Transform Peel Workforce Skills Analysis Report

Factsheet



What is Transform Peel?

Transform Peel is a 35 year multi-stakeholder development program to establish an innovative primary industry hub comprising three initiatives: the Peel Food Zone, Peel Business Park and Peel Integrated Water Initiative.

The Peel Development Commission with other key partners in the Peel Workforce Development Alliance recognised the need to identify the likely skills profiles, job pathways, and education, training and business support requirements for prospective employment generation resulting from Transform Peel. This was particularly in relation to food and agriculture industries, which are a major focus for Transform Peel.

The study, recently completed by SDF Global Pty Ltd, involved discussion with 156 representatives of industry, schools, universities, and local employment organisations. It also included a study of the most recent employment trends and opportunities.

The study found that across the Transform Peel initiatives and possible scenarios, the jobs created are likely to comprise a full range of skill levels and will depend on the businesses that establish themselves within the business park and food zone.

What sort of jobs will be available?

The future of agri-business in the Peel will be technology driven, characterised by precision agriculture, quality food processing and transportation into high value export markets.

It is difficult to predict the exact jobs that will be generated as research indicates that approximately 65% of the jobs in 2050 will be jobs that do not exist today. However, there were some common characteristics and skills that employers demand.

Employers will be looking for workers who are multiskilled with foundational work readiness, a specific qualification, and at least two other skill bases, as shown in Figure 1. For example, you may need to have skills in (i) minor trades, (ii) mechanics and (iii) basic business to be of value to a food producer.

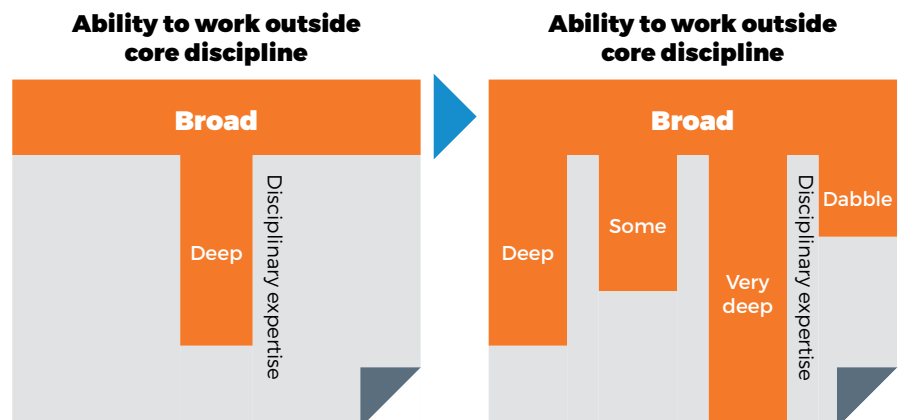


Figure 1. Shift from 'T-shaped people' to 'key-shaped people'

Source (adapted): Bridgstock, R 2015. KEY-shaped people, not T-shaped people – disciplinary agility and 21st century work. www.futurecapable.com/?p=102



35

Year multi-stakeholder development program

3 parts

Peel Business Park, Peel Integrated Water Initiative & Peel Food Zone

\$49.3m

Royalties for Regions funding

What skills and attitudes will be required?

Specific skills likely to be required across the Peel Business Park and Food Zone include:

- Traditional agriculture (e.g. operating and maintaining machinery, manual labour, horticulture and animal husbandry, finance and project management),
- Ability to use and maintain technology that changes rapidly
- Data analysis and presentation
- Research and design
- Economics
- Manufacturing
- Food handling and processing
- Marketing and promotion
- Transport and logistics
- Quality monitoring and control
- Project management

Foundational skills in language, literacy and numeracy (LLN); science, technology, engineering, arts and mathematics (STEAM); and information communication technology (ICT) will be required across all occupations to develop critical thinking and problem solving abilities.

Work readiness in terms of work ethic, attitudes, willingness to learn, integrity, resilience, organisation and communication will also be required.

Transform Peel employment is likely to be mainly generated from a collection of small to medium sized enterprises rather than several large enterprises, and many of these are likely to be new and start-up businesses. Therefore, developing the entrepreneurial ability of our community is also a key element.

What can we do to be ready for the opportunity?

The Commission and its partners will work collaboratively with schools, training providers and universities to develop education and training pathways enabling our local workforce to be ready for the opportunities that Transform Peel present.

We are encouraging schools, parents, youth and the broader community to get involved by raising awareness amongst their networks about the future of agri-business in the Peel to create excitement around the opportunities and pathways created.

Local businesses can also get involved through offering work experience and mentoring opportunities to our youth or unemployed people to improve their work readiness. Capacity building of local business owners is also key to ensure they are ready to expand their businesses when the opportunity presents.

For further information please see the full or summary Transform Peel Workforce Skills Analysis Report available at:

www.transformpeel.com
www.peel.wa.gov.au

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