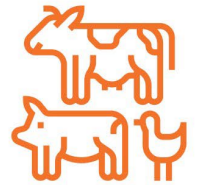
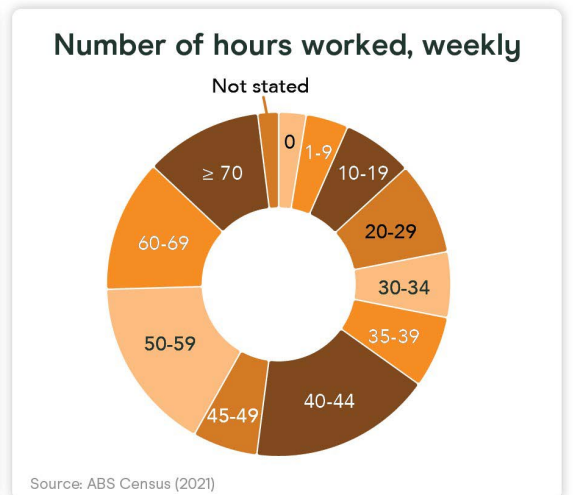
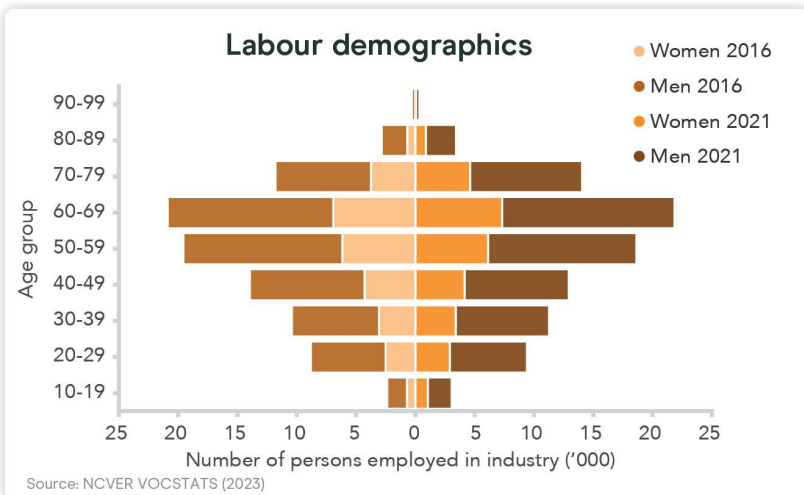
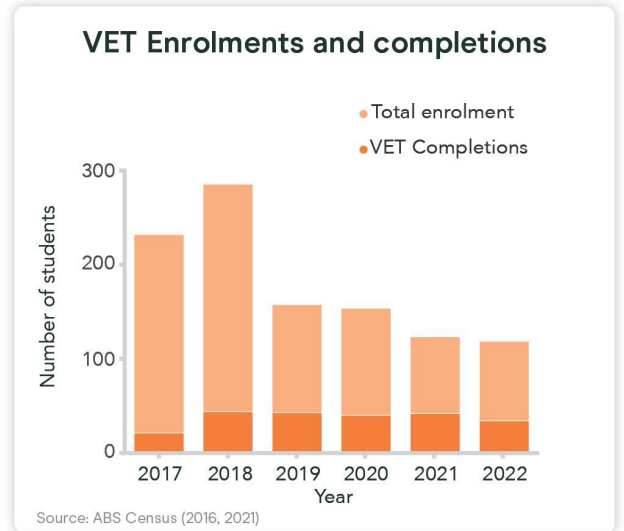
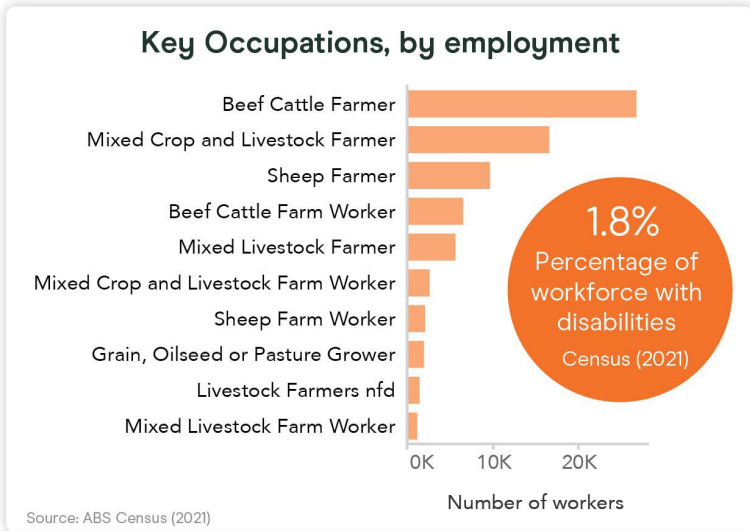
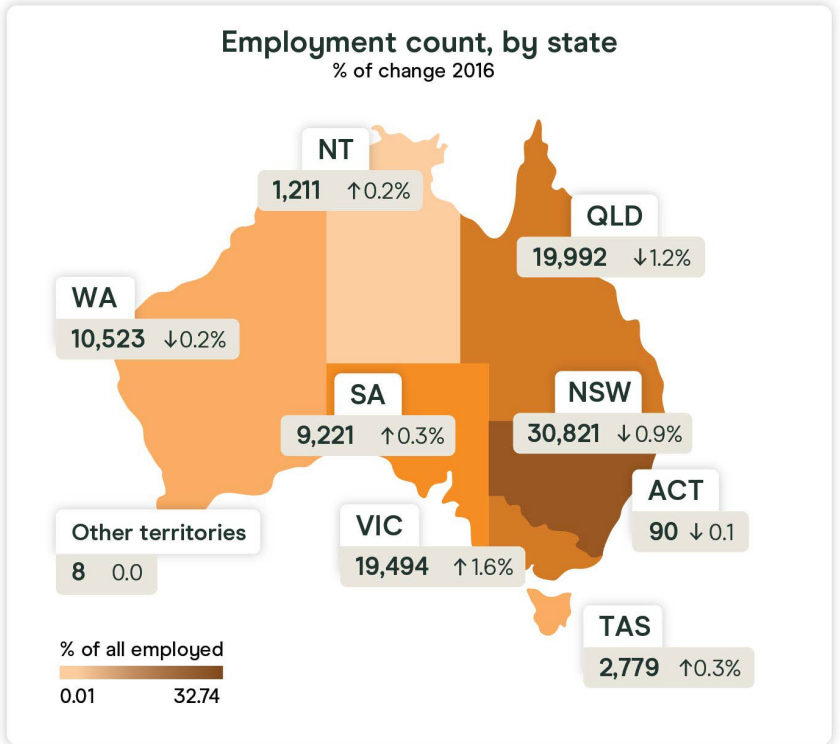


3.3. Livestock Farming



Livestock farming

ANZSIC A0141, A0124, A0143, A0144, A0145, A0180, A0191



3.3.1. Industry sectors (ANZSIC Classes)

- Sheep Farming (Specialised)
- Beef Cattle Farming (Specialised)
- Beef Cattle Feedlots (Specialised)
- Sheep-Beef Cattle Farming
- Grain-Sheep or Grain-Beef Cattle Farming
- Deer Farming
- Horse Farming

Note: this grouping includes mixed livestock and mixed livestock/crop farming operations

Key insights from industry sector infographic and other data	Priority
Labour shortages	High
Workplace health and safety issues	High
Fluctuations in VET qualification enrolments and completions	High
Ageing workforce	Medium

The livestock industry plans, organises, controls, coordinates and performs farming operations to breed and raise livestock for the production of breeding stock, meat and other products and uses (see also: Livestock Product Processing Supply Chain industry grouping, which covers the value chain associated with products such as milk, eggs, and honey).

This industry consists of either specialised or mixed livestock farms that breed and farm one or a variety of animals, including horses (associated with the horse racing industry), sheep and beef cattle. This grouping also includes mixed crop and livestock farming operations, which grow grain in conjunction with beef cattle or sheep farming activities to reduce business risks associated with unfavourable weather conditions and volatile markets. Safety risks are inherent to working with animals, especially on crocodile farms.

The skills and knowledge applied by the Livestock Farming workforce relate to implementing breeding, feeding and nutrition programs; monitoring and maintaining the health, welfare and condition of livestock; managing biosecurity and other risks; providing water, pastures and fodder crops to maintain livestock health and condition; and organising the sale, purchase and transportation of livestock; and managing farm business finances and records. Livestock farming generally involves capital-intensive technologies and machinery to maintain cattle grazing pastures, equipment for branding, electric cattle tagging, vehicles for navigating large properties, and digital systems to monitor, analyse and record data relating to herd movement and health.

The National Training Register details qualifications corresponding to specialised job roles in Livestock Farming, including Feedlot Operations (Certificate III) and Working with Crocodiles (Certificate III). Below are examples of units of competency, which sit within these qualifications, that are unique to the skills and knowledge applied by competent industry workers:

Unit title	Unique skills and knowledge
Remove and facilitate reuse of effluent and manure from an intensive production system (AHCLSK328)	This unit applies to individuals who remove and facilitate reuse of effluent and manure from an intensive livestock production system. Work must comply with animal welfare and biosecurity legislation, as well as relevant local council, State or Commonwealth licensing requirements for operations involving effluent and manure.
Harvest crocodile eggs (SFICRO304)	This unit applies to individuals who collect crocodile eggs from crocodile nests. Harvesting activities mainly relate to saltwater crocodile eggs but may also entail other crocodile species.

3.3.2. Drivers of workforce dynamics

Labour shortages

The National Skills Commission's 2022 Skills Priority List data shows there are regional and state-based shortages, particularly in NSW, Queensland and the NT, for the following occupations:

- Livestock Farmers nec
- Livestock Husbandry Worker
- Beef Cattle Farmer
- Sheep Farmer
- Mixed Cattle and Sheep Farmer
- Broadacre Crop and Livestock Farmer
- Senior Broadacre Crop and Livestock Farm Worker
- Senior Beef Cattle Station Worker
- Senior Cattle and Sheep Farm Worker
- Senior Sheep Farm Worker
- Senior Livestock Farm Workers nec
- Beef Cattle Farm Worker
- Cattle and Sheep Farm Worker
- Sheep Farm Worker

The Victorian Skills Authority calculated that, to meet anticipated demand, Victoria will need an additional 1350 livestock farmers and 150 workers in the 2022 to 2025 period.³³ This was mainly attributed to a disparity between new entrants and retirements in the industry. This Victorian Skills Authority data is not reflected in the National Skills Commission's 2022 Skills Priority List, however, and this evidence gap will be investigated further.

Workplace Health and Safety

Based on industry feedback, the Queensland Agricultural Industry Workforce Plan 2022-2027 identified that the rate of cattle mustering-related WHS incidents and injuries could be reduced if there was greater access to induction training for new entrants. The report suggested that the limited capacity of RTOs to support the industry may need to be addressed.³⁴

Ageing workforce

The 2021 Census indicates that the livestock farming sector has an ageing workforce, with workers over 50 years accounting for 61% of the workforce. Workforce planning strategies, therefore, may focus on the attraction and retention of younger people to meet succession planning needs.

Livestock Farming Summary

Workforce challenges

- Labour shortages.
- Workforce diversity and culture: gender disparity, ageing workforce, long working hours.
- Workplace health and safety.
- Declining VET enrolments in sector-specific qualifications (though outcomes from general qualifications with multiple potential outcomes may be a mitigating factor).

Key evidence gaps

- National and state-based jobs and skills priorities data disparities.
- Integration of workplace health and safety data within national datasets, such as the Australian Skills Classification, for greater rigour when considering transferable skills.

Workforce planning priorities

- Support industry skills and workforce leadership development, notably to help implement succession planning strategies. **(2a, 2d)**
- Support industry to attract a diverse workforce to address imbalances and labour shortages. **(4b)**
- Work with Jobs and Skills Australia to explore how workforce safety data, including from SafeWork Australia and state/territory bodies, can be integrated with existing datasets. **(1a)**
- Work with key agencies to assess gaps in jobs and skills shortage datasets and to collaborate on potential solutions. **(1a, 1b)**
- Research on declining enrolments, relevant outcomes from other qualifications (including ones with multiple potential outcomes, such as Certificate III in Agriculture), and other training pathways to/within livestock farming. This may support the identification of barriers to training delivery, skills gaps, duplication in existing training pathways, and the extent to which delivering more graduates may help to alleviate skills shortages. **(1a, 3a)**
- Support relationship building and collaboration between employers and training organisations, including to connect national training products with delivery of training 'on the ground'. **(3d)**