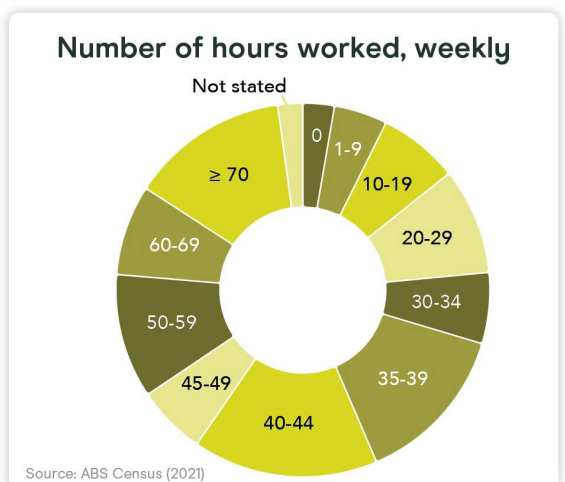
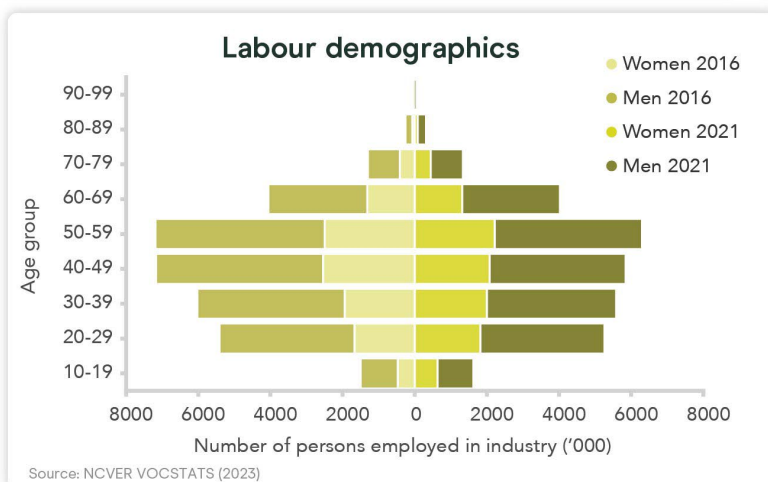
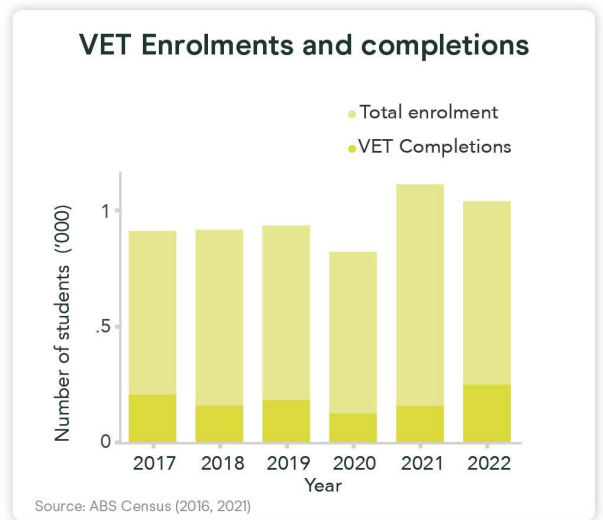
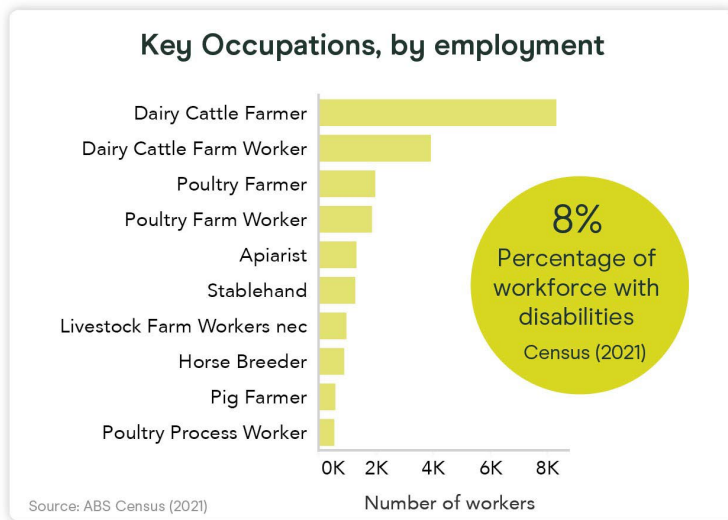
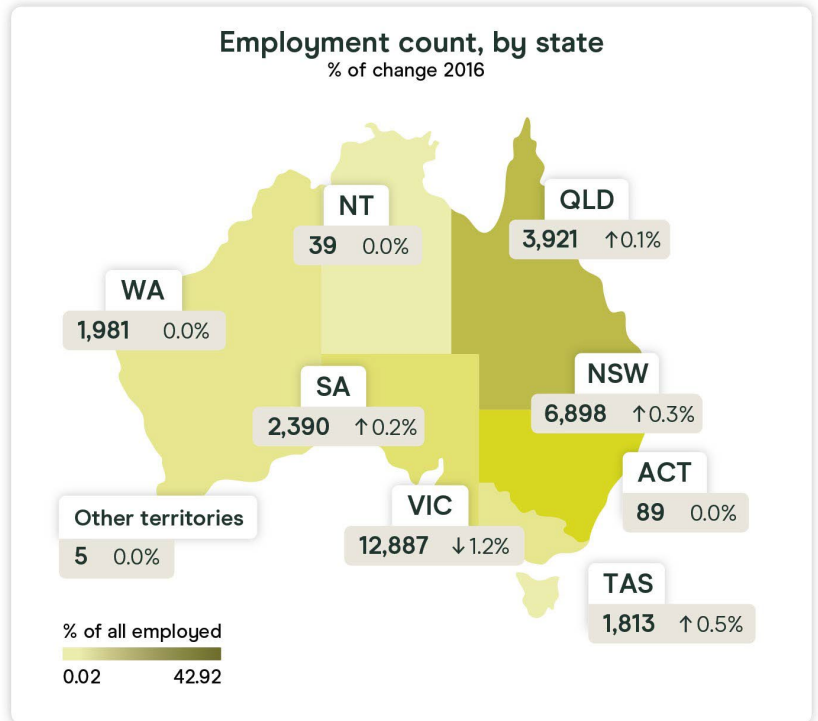


3.4. Livestock (product processing supply chain)



Livestock (Product processing supply chain)

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



3.4.1. Industry sectors (ANZSIC Classes)

- Dairy Cattle Farming
- Poultry Farming (Eggs)
- Beekeeping
- Poultry Farming (Meat)
- Pig Farming
- Other Livestock Farming

Key insights from industry sector infographic and other data	Priority
Labour shortages	High
Lack of gender diversity	Medium
Ageing workforce	Medium

Operations in the Livestock Product Processing Supply Chain are generally more intensive than in Livestock Farming, often with small land footprints or undertaken in sheds. Livestock are grown for meat and to produce milk or eggs. Farmers supply live animals to meat processors, or supply animal products, such as honey, to wholesalers or food processors.

The Livestock Product Processing Supply Chain workforce perform farming operations, such as handling animals, drenching and milking livestock, identifying and sexing chickens, operating and sterilising machines, coordinating apiary production of honey, queen bee pollen, beeswax and royal jelly, and collecting, grading and packaging produce. The workforce also undertakes activities to maintain infrastructure, such as sheds, pens and water supply systems, and collect and analyse data from automated or robotic systems. Skills in biosecurity and quality assurance are vital for this workforce to ensure animal health and product safety.

The National Training Register details qualifications corresponding to specialised job roles in this industry, including:

- Certificate III in Dairy Production
- Certificate III in Poultry Production
- Certificate III in Pork Production
- Certificate III in Beekeeping

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 a honey crop from a hive (AHCBEK304)	This unit applies to individuals who separate bees from ripe honeycomb and remove the full comb from the hive for transport to the extracting facility. State and territory legislation and local government by-laws apply in some jurisdictions to beehive ownership, including for biosecurity and food safety.

Grade and pack eggs for human consumption (AHCLY209)

This unit applies to individuals who grade and pack eggs from a variety of poultry species intended for human consumption. Work environments may include poultry farms and packing sheds. Commonwealth and/or state/territory health and safety, environmental protection and biosecurity legislation, regulations and codes of practice apply to keeping and working with poultry, and food safety regulations and codes also apply to eggs that are produced and sold for human consumption.

Implement feeding plans for intensive production (AHCLSK310)

This unit applies to individuals who implement feeding plans in accordance with workplace health and safety, animal welfare, sustainability and biosecurity legislation and codes of practice.

3.4.2. Drivers of workforce dynamics

Labour Shortages

The National Skills Commission's (2022) Skills Priority List drew attention to the following occupations in this industry group as experiencing skills shortages.

The National Skills Commission's 2022 Skills Priority List data shows national shortages of:

- Apiarists
- Senior Piggery Stockpersons
- Piggery Farm Workers

There are also regional and state-based shortages for the following occupations:

- Dairy Cattle Farmer
- Pig Farmer
- Poultry Farmer
- Senior Dairy Cattle Farm Worker
- Dairy Cattle Farm Worker
- Poultry Farm Worker

A 2022 industry survey that found that 22% of dairy farmers were also unable to fill vacant positions within three months, with 40% losing at least one or more workers.³⁵

Livestock (product processing supply chain) Summary

Workforce challenges

- Labour shortages.
- Workforce diversity and culture: gender disparity, ageing workforce, long working hours.

Key evidence gaps

- No noted gaps specific to Livestock (product processing supply chain) at this time.

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)**