



Stimulating private sector extension in Australian agriculture to increase returns from R&D

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Department of Industry



Economic Development,
Jobs, Transport
and Resources



The process used

Issues

- Career development; on going professional development
- Identify how to strengthen the career development opportunities for new and existing advisers in farm consultancy businesses
- Explore a range of approaches including mentoring, skill development and general career development pathways.
- Jobs are out there



Key Findings

The challenge for early career advisers

'There's no clear pathway I suppose. I think you've got to have the drive and determination and also the desire I guess to get to where you want to be at the end. And then to be able to do whatever you need to do in the meantime to get to that end point'



Achievements of mentees involved in Trial 3

'So it's all about developing myself as more – becoming a bit more of a professional in my role. And I think that's progressing really well. Over the last probably a month ago, I had a performance review. There's been a lot of improvement, which they mentioned to me.'



Outputs & Outcomes

Mentor/Mentee Partnerships

- Purpose of the partnership
- Roles and responsibilities – mentee/mentor
- Goals
- Action plan – timeframe; mentee actions; mentor actions

Mentor/mentee process worked when there was good external coordination

- Now chance to move to a regional group focus
- What would it take to scale up?



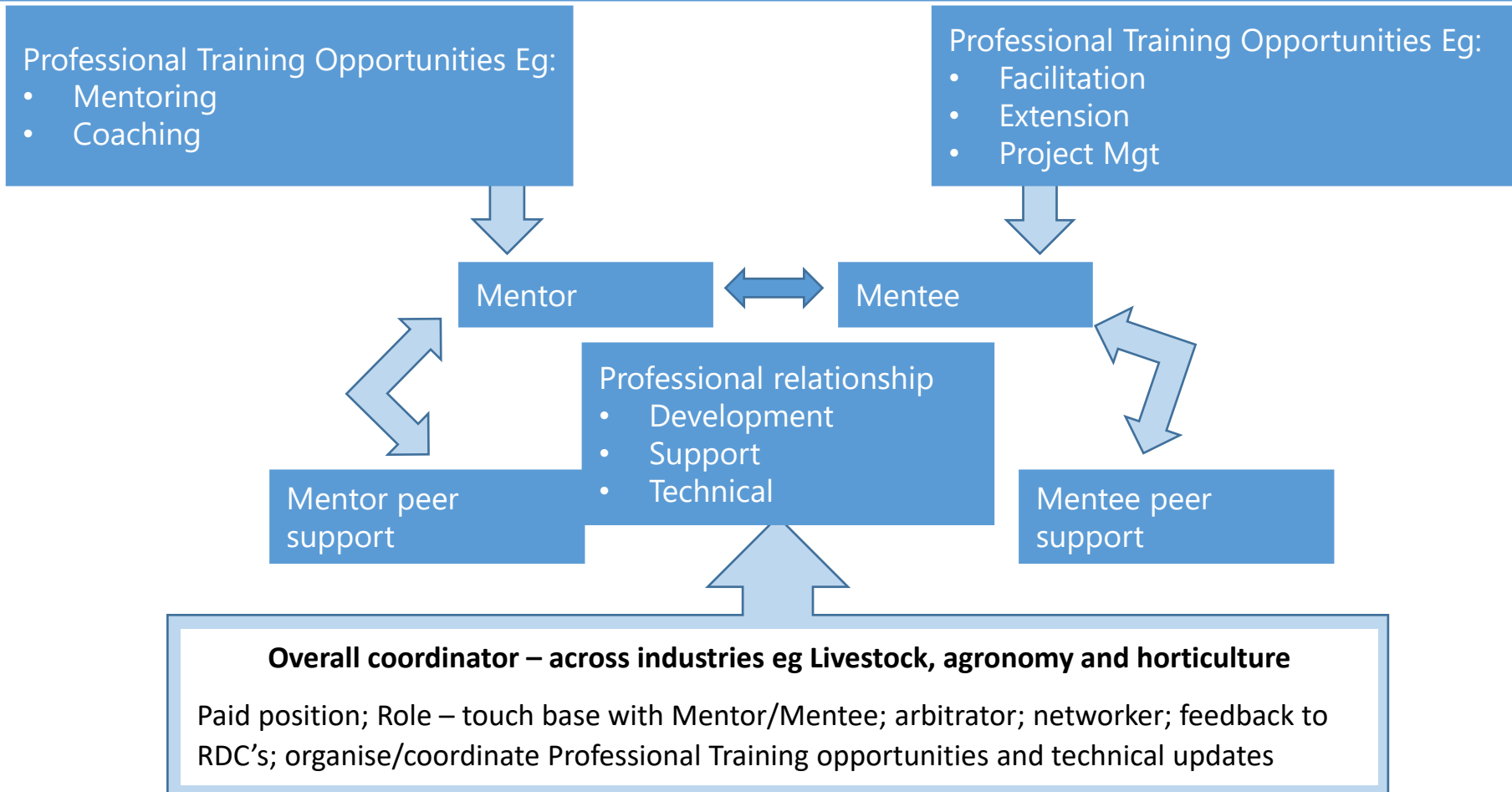
Draft recommendations

Mentor/Mentee

- Remuneration of Mentor
- Coordinated approach across industries and disciplines
- Paid coordinator
- Formal training of mentor
- Training opportunities for mentees – related to facilitation and extension delivery



Draft recommendations 2





Draft recommendations 3

Graduate program

- Government working with private sector
 - Government training ground in conjunction with private sector – 3 month rotation over 18 months
 - Government is the initial employer (cover payroll requirements)
 - Private sector takes on graduates once trained
 - Link to universities – eg fourth year placement with private sector
- Higher level training is still required – existing advisors
 - RDC's could provide the platform
 - Making sure private sector has access to R&D outputs



Draft recommendations 4

Financial incentive (Govt and/or RDC's)

- Apprentice trainee initiative
- Formal training components
- Wage assistance for first 12-18 months
- Flexibility

RDC's provide additional funding for trainee project officer

- Component of project funding arrangements