

Agri-adventure: Work placement Navigator for Agriculture

Industry-at-a-glance

By the CQUniversity Australia Agri-tech Education and Extension team

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Welcome to the Industry (at-a-glance) Agriculture Work Placement Navigator

The Agriculture Work Placement Navigator has been developed to guide industry host organisations to support students in work experience programs, school delivered VET courses, and Certificate II in Primary Industries or Rural Operations (and other vocational training programs relevant to the agriculture sector).



Recognising that one of the major barriers to work placement is the lack of awareness about what it entails, this Navigator provides targeted and specialised information for those involved in organising and hosting agriculture work placements and support students seeking to explore the worlds of agriculture work.

This at-a-glance guide provides a short overview of student work placement. It complements the comprehensive Industry Navigator also available. The Industry Navigators offers a step-by-step process across the five phases of work placement, along with tips, tricks, and insights to enhance the work placement experience.

This snapshot Navigator has been designed to help industry by building agriculture employers' confidence and knowledge to support the development of agriculture's future professionals.

Why host a student?

Offering work placement and experience opportunities within your agricultural business will not only benefit individual students but also contribute to the long-term attraction, recruitment, and upskilling of the future workforce for the agricultural industry.

The guide will provide industry professionals with the confidence and know-how to actively participate in valuable, safe, and inclusive work placement programs.

Some key benefits to participation include:

Workforce development

Hosting students provides an opportunity to shape and educate the next generation of agricultural professionals, ensuring a skilled workforce for the future. It also assists in promoting the agricultural industry as a viable and attractive career choice.

Fresh perspectices

Students bring fresh ideas, enthusiasm, and a willingness to learn. Their presence can inject new energy into the workplace, fostering innovation and creativity.

Knowledge transfer

Employers can share their expertise and industry knowledge with students, helping to pass down valuable skills and best practices. Conversely, students may have skills and knowledge in emerging technologies or practices that can diversify and modernise the business.

Recruitment pipeline

Hosting work placement students allows employers to identify potential future employees or seasonal workers. It serves as a talent pipeline for recruiting skilled and familiar individuals.

Reduced workload

While students learn and gain experience, they can assist with daily tasks, reducing the workload on existing employees and increasing operational efficiency.

Networking opportunities

Employers can build connections with educational institutions, fostering partnerships that can lead to additional benefits, such as research collaborations or access to grants. Hosting students can also be personally rewarding for employers who enjoy mentoring and watching young individuals grow and succeed.

Supporting students in your workplace



You will need to be patient with your young person as they get to know you and your business.



Ask the student questions to find out more about them, their aspirations, and ambitions.



If you can, offer a variety of activities, try to include a hands-on component so it's not simply observation.



Connect your activities to the bigger picture - how does what you do make a difference in the world?



Help them fit in – explain expectations for mobile phones and communicating with others, show them bathroom locations/parking/ where to put their belongings.

As a member of your business community and a contributor to the agricultural economy, you and your business play an important role in supporting young people to create a better future. Here are five ways you are helping young people transition into employability by hosting a student on work placement.

Pastoral care on overnight work placement

It is often too far, inconvenient for parents, or there is limited public transport available for young people to travel to their work placement organisation each day especially if it is on a farm. Because of this, longer overnight stays may be arranged to ensure they can meet the requirements of their placement conditions. The following list provides some examples of things to consider while preparing to host a student overnight:

- Students should have their own bedroom. It is important for young people to have privacy and feel safe.
- Let your student know what they can use around the house, e.g., the washing machine, tv and/or kettle to assist them to feel comfortable in your home.
- Work hours need to be clearly outlined. Students may find it challenging to live and work in the same place. While this is normal for people experienced in working on a farm, this may be a new and confusing experience for a young person. Clearly outlining expectations about what is required from them while on placement, and while staying in your house is necessary. This might be the first time they have stayed with someone outside of their family or friendship network.
- Have a conversation about dietary requirements and medical conditions. Make it clear as to whether you can accommodate their dietary requirements or let them know they will need to supply food. Communicate with your student and their parent/guardian about what needs to happen, and who needs to be notified if a medical episode arises. Some properties may be out of range for mobile devices. Provide students with access to your Wi-Fi network, but make sure the conditions of use are clearly outlined.
- Ensure you let your student know you are there to give them support and encourage them to speak to you or other employees if possible if challenges arise, e.g., homesickness. Being able to debrief, ask questions and get support while away from home is critical. Removing hierarchical barriers will help your young person ask for help if they need it.

Industry Step-By-Step Guide

Table 1. Host Organisations' Responsibilities

Phase	Industry tasks	Example form
Phase 1 Engagement	Express an interest in hosting an Agriculture Work Placement Student by getting in touch with your local school. Watch out for social media posts, or you may be contacted directly by phone or email.	Expression of Interest
Phase 2 Entry[1]	Host an initial meeting with your school representative at your business, which includes an on-site health and safety check. Comply with health and safety conditions as outlined in the agreement and sign. Complete the Agriculture Work Placement Agreement Form. Provide proof of Blue Card/Working with Children Check (where required). Ensure you are ready for overnight placements by following our tips for Pastoral Care.	Work Placement Agreement
Phase 3 Experience	Provide a site based WHS orientation for your student/s. Host the students according to their Work Placement Plan. Host a site visit from a school representative during the placement.	Health and Safety Orientation
Phase 4 Exit	Finalise the student placement by competing the AWP Completion Form and providing to your school representative.	Completion Form
Phase 5 Employment Ready	You may choose to act as a referee for your student in the case of future employment applications.	

[1] Students are insured by their school/education department while on work placement. Please check with your student's school for details.

AgriFutures Australia

Building 007
Tooma Way
Charles Sturt University
Locked Bag 588
Wagga Wagga NSW 2650

02 6923 6900
info@agrifutures.com.au

agrifutures.com.au