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# MINTRAC National Training Conference

## ‘Diversifying the Workforce’

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## Diversifying the workforce

What does that mean?

- Would suggest the workforce is already very Diverse.
- This will only continue further.
- Regional/ Rural/ Remote nature of the industry.
- What more can we do to capture the attention & provide a career?



# The expectations of a diverse workforce

HOLD ON TO YOUR SEAT.....

- Recruitment
- Job Service providers (JHAs)
- Pre-employment
- Medicals
- Relocation
- Accommodation
- Community advocacy
  - Multicultural community
  - Town services (everything)
- Induction
- JHA & Work instruction sign-off
- Translation (verbal and written)
- Training requirements (Literacy issues)
  - Pretty non existent with English
- Performance Management
- Payroll (Bank accounts)
- Religious beliefs (Religious holidays)
  - i.e. Ramadan
- Work Cover Management

What about the rest of the workforce or 20+ different types???

‘The locals’





# Refugee Program

AWX have over the last 12 to 18 months engaged over 300 refugees

## Strengths

- Retention is happening.
- Willingness to re-locate.
- Long term opportunity.
- Stable in the community.
- As community grows stability will increase.
- Towns willing to adapt i.e. supermarkets, schooling.
- Motivated to earn money.

## Weaknesses

- Language barrier.
- Pre-existing un-known/ non-disclosed medical.
- Abuse or perceived from ex-employers
- Somebody needs to take ownership.
  - Supervision
- Loads of work 'off site'.
- Want for holidays over December.



# Integration into the Work force and community

- Culture, Culture, Culture.....
  - What is yours like?
  - Is it conducive to welcoming others?
- Expectations.
  - In and out of workforce.
- Understanding & appreciation of nationalities.
  - Share some of their stories.
- Provide a pathway.
  - Language and skill.
- Prepare for their families and friends
  - Attraction of more people. Word of mouth.
  - Schooling.
- Communication with the community.
  - 'Refugee' word.
  - Sport.





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AWX was awarded the 2010 Queensland Government  
Multicultural award for private enterprise.  
With The Honourable Annastacia Palaszczuk MP



AWX - Supplying short and long term employment solutions.



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## Services to the Agribusiness sector.

- Working holiday makers
  - General Labour
  - Skilled labour
  - Training for skill
- Refugee program
- Local program
  - Access program
  - Indigenous
  - Skilled trades people
- AAOs
- International (457) recruitment (meat workers and trades)
  - Skilled meat workers
  - Trades (Fitters etc)
- Rural workforce (Feedlots and farming)

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