

People and Capability

Vision: To build a thriving sheep and beef farming community by enhancing retention, fostering leadership, and celebrating success through robust training and education from day one to beyond year three.

In the future we will:

On-Farm

Improve the retention of people in sheep and beef farming from day one to beyond year three.

Our focus is people working in the farming business.

Championing

Supporting the framework for training and education in the Agricultural sector.

Energising

Grow on-farm people leadership, celebrate, promote and share stories of progress and success.

By Farmers. For Farmers



On-Farm

Improve the retention of people in sheep and beef farming from day one to beyond year three.

What

- Delivering Innovation and Focus Groups
- Supporting B+LNZ Regional Extension delivery activities
- Promoting engagement with B+LNZ Employment Hub
- Providing partnership support for and proactive engagement with other organisations working in the journey to year three and beyond of farm employees.
- Creating, coordinating and delivering tangible resources, events and activities throughout regions.

How

- Supporting farmers to improve as employers creating positive work environments.
- Supporting stakeholders and external organisations working to grow the practical skills and knowledge of new entrants to sheep and beef farming.
- Supporting farm employers to build great workplace cultures within farm businesses as a critical enabler of retention.

Measures

- # of participants engaging; farmers and employees
- Tracking trend of B+LNZ survey questions on people
 - Number of job vacancies over 12 month period
 - Ease of filling job vacancies
- ROI across challenge and learning groups investment
- Net promoter score from participants in activities

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A wide-angle photograph showing a large group of people, including men, women, and children, standing in a lush green field. They appear to be engaged in an outdoor activity or a group discussion. The background features rolling hills under a clear blue sky with some light clouds. The overall scene is bright and sunny, suggesting a pleasant day outdoors.

Championing

Supporting the framework for training and education in the Agricultural sector.

What

- Providing national policy and regulatory overview and support; education, curriculum, employment.
- Leading a Farmer advisory group for feedback and guidance on issues.
- Contributing to Food and Fibre leadership, policy and advisory support
- Growing our B+LNZ Knowledge Hub resources for different learning levels
- Supporting the connection of teachers to sheep and beef farmers and farm employers

How

- Influencing current and future focuses of national education and vocational training
- Ensure the presence of a relevant B+LNZ contribution and farmer voice at necessary forums, sector and group discussions.
- Continue to promote and share the B+LNZ Knowledge Hub, tools and resources to educational providers.

Measures

- B+LNZ Knowledge Hub engagement statistics.
- Farmer Advisory Group milestones met.
- % of NZL Schools that have had an on-farm sheep and beef farm engagement. (Measured through Partner activities)



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Energising

Grow on-farm people leadership, celebrate, promote and share stories of progress and success.

What

- Investing in and supporting partners who are delivering people and team leadership capability programmes to sheep and beef farm employers.
- Strategic communication plan supporting partnerships we are investing into with "On-Farm" tactics.
- Sponsorship of and supporting regional and national events celebrating the success of farm employers and employees.

How

- Robust stakeholder relationships with organizations that offer people and team leadership development initiatives.
- Facilitate and promote learning and knowledge sharing.
- Connecting on farm champions, role models and influencers with the next generation of sheep and beef farmers.

Measures

- # of Gen Next Alumni graduates engaged with B+LNZ and NPS score
- Satisfaction levels of farmers through quarterly B+LNZ survey
 - Importance of working to attract and retain more young talented New Zealanders into the sheep and beef sector
 - Satisfaction that can access right people
- Net promoter score from partners across activities

A photograph of two men standing in a rural landscape. The man on the left is wearing a grey t-shirt and an orange bucket hat. The man on the right is wearing a purple jacket, a white cap, and sunglasses, and is pointing towards the horizon. The background shows rolling green hills under a clear blue sky with some distant mountains.

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