

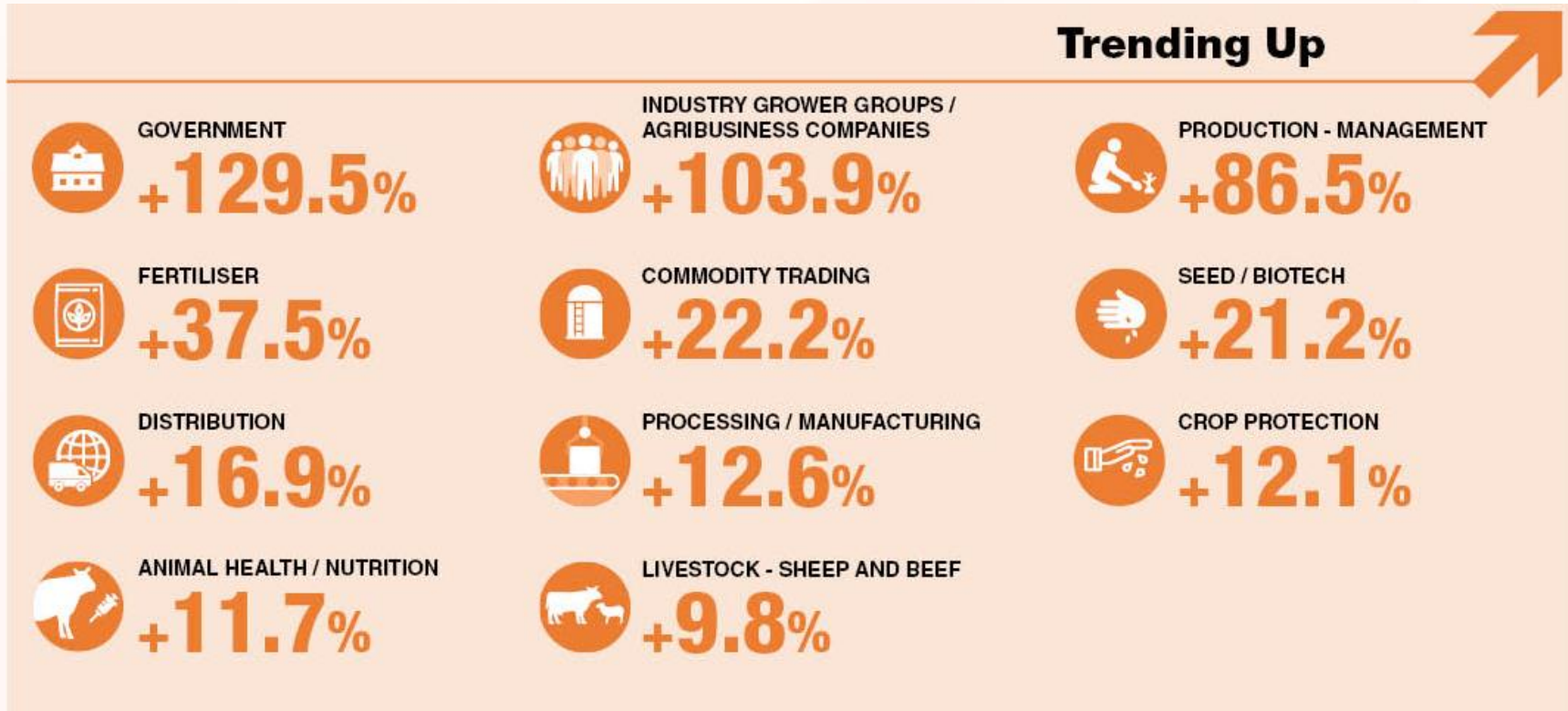


YOUTH PANEL

TMA Annual Conference | Melbourne, VIC

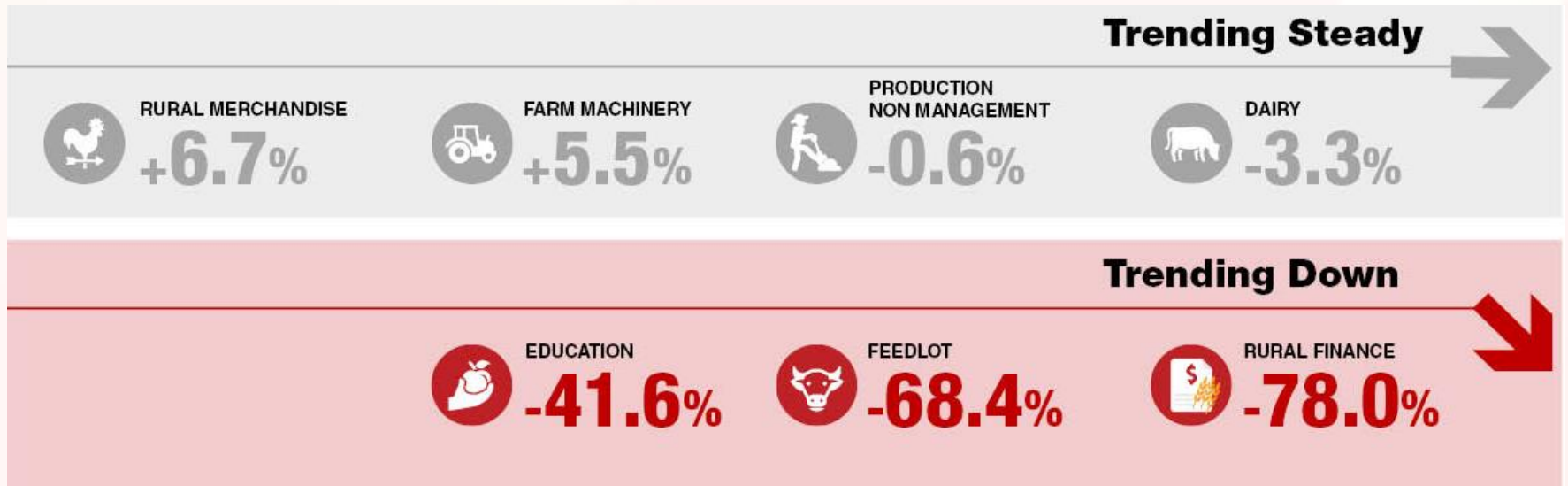
Nigel Crawley
Rimfire Resources
July 2017

Changes in Online Job Advertisement numbers between July 2016 and June 2017



Source: Rural Jobs Index - Rimfire Resources

Changes in Online Job Advertisement numbers between July 2016 and June 2017



Source: Rural Jobs Index - Rimfire Resources

Changes in Online Job Advertisement numbers between July 2016 and June 2017

Trending Up

NSW
35.29%

QLD
33.20%

WA
27.13%

SA
19.95%

Trending Down

TAS
-17.59%

VIC
-0.32%

Source: Rural Jobs Index - Rimfire Resources

Do you plan to do more graduate recruitment in the next 1-5 years?

	2015	2016	2017
Yes	53.2%	49.5%	60.0%
No	46.8%	50.5%	40.0%

Is your plan to do more graduate recruitment primarily driven by:

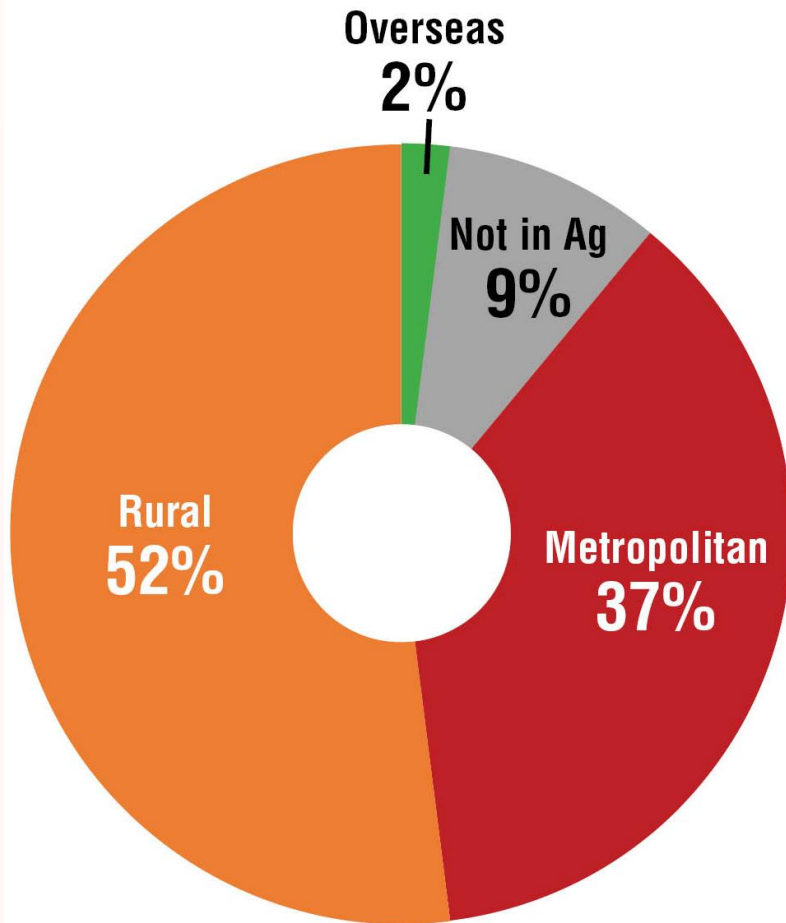
	2015	2016	2017
Retirement of staff	12.0%	16.7%	17.5%
Competition for talent	36.0%	58.3%	42.1%
Career progression/succession planning	70.0%	83.3%	71.9%
Lack of quality applicants	16.0%	25.0%	26.3%
Other	8.0%	4.2%	7.0%

Source: 2017 Agribusiness HR Review

Graduate/Trainee Salary Trends

	2012	2013	2014	2015	2016	2017
Salary Base	47,081	49,198	52,963	52,300	50,829	49,497
Total Remuneration (incl. Performance Pay)	53,307	56,473	64,835	65,289	60,852	57,470
Total Remuneration (excl. Performance Pay)	52,406	55,833	64,054	64,582	59,894	56,718

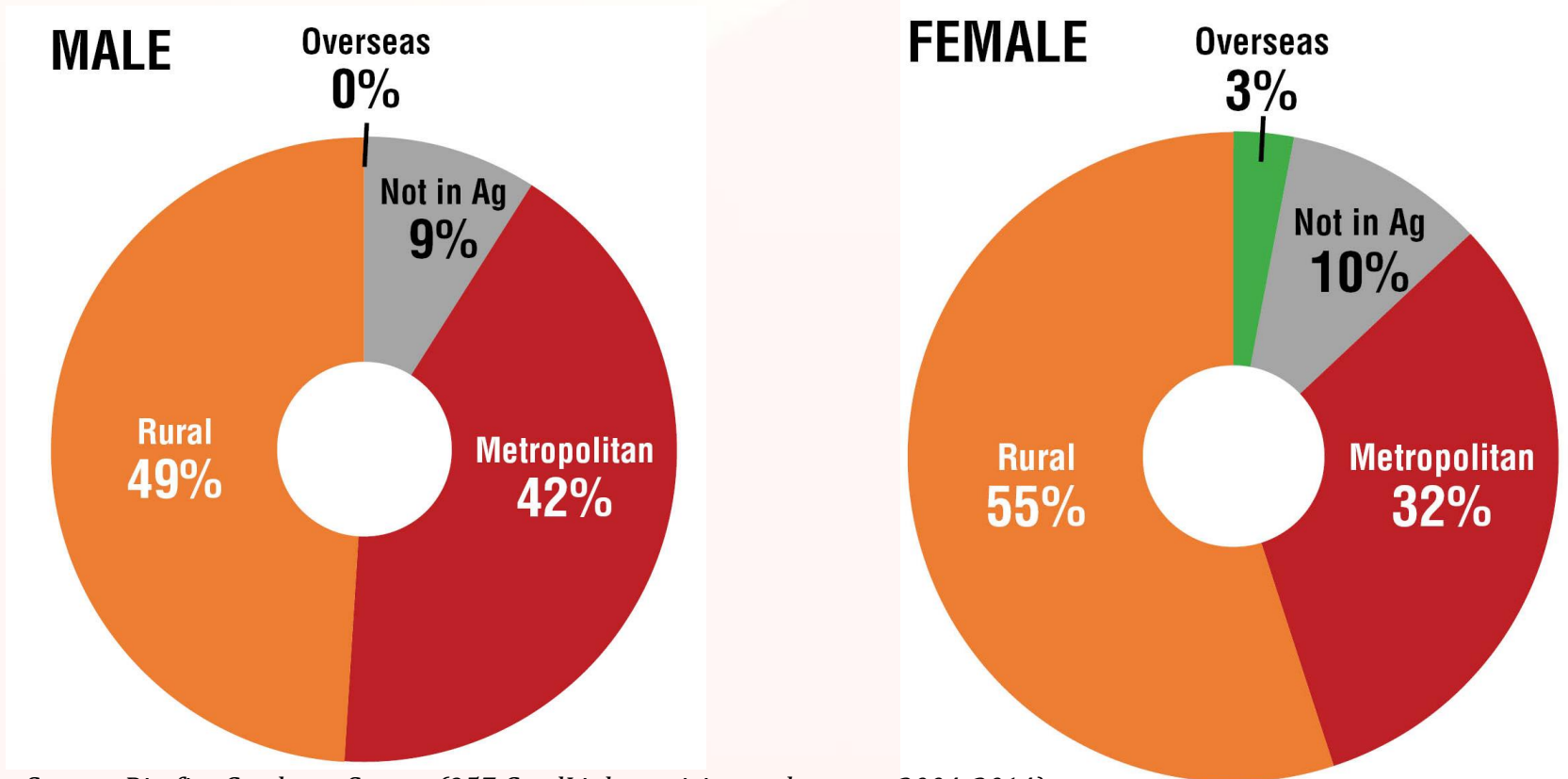
Source: Rimfire Resources Agribusiness Salary Survey



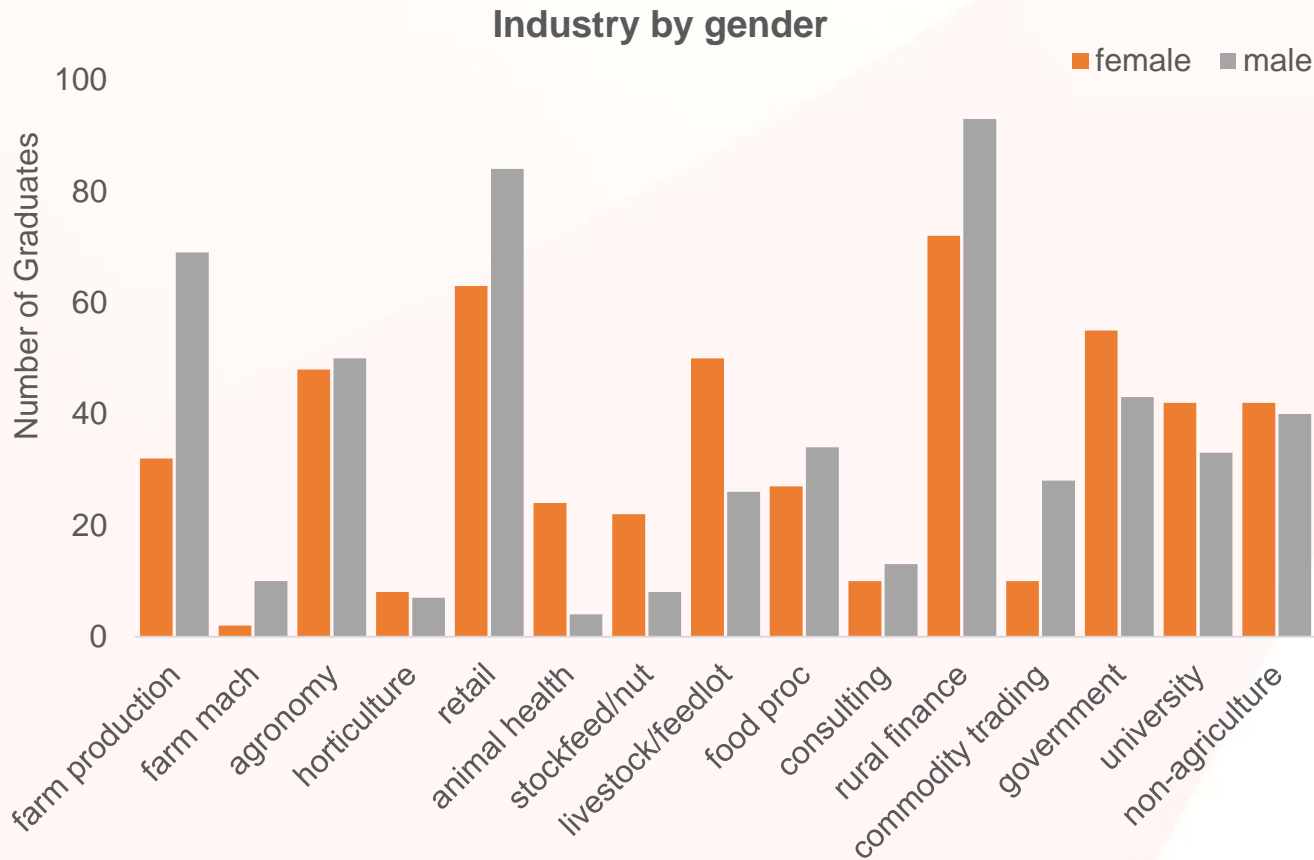
Location of first employment for agriculture graduates in the GradLink program, 2004-2014

Source: Rimfire Graduate Survey (957 GradLink participants between 2004-2014)

Employment location of graduates of agriculture programs by gender



Source: Rimfire Graduate Survey (957 GradLink participants between 2004-2014)



Comparison of employment options by gender

Source: Rimfire Graduate Survey (957 GradLink participants between 2004-2014)

TMA Youth Panel Members

Paul Darcy **AGCO**

Jonathon Ham **Landpower**

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