

# Accelerating the Engagement of CALD Workforce into Victorian Agricultural Communities Project

GARDINER  
FOUNDATION

AGRICULTURE VICTORIA



**This project aims** to help people from diverse backgrounds enter and stay in agricultural jobs.

People from Culturally and Linguistically Diverse (CALD) backgrounds make up at least 11 per cent of the agricultural workforce – offering diverse experience that can fill skills gaps and strengthen the industry.

Gardiner Foundation, with support from Agriculture Victoria, has launched the **Accelerating the Engagement of CALD Workforce into Victorian Agricultural Communities Project** to increase CALD involvement in agricultural.

The main objectives are to reduce barriers for CALD individuals, enhance industry cultural awareness and skills, build strong stakeholder relationships and develop a model for engaging CALD communities that can be replicated in other regions.

The project will run from July 2024 to June 2027 and build on previous work by Agriculture Victoria which includes:

- Developing a guide to implement an ongoing CALD workforce, based on a framework that encapsulates success factors, for a place-based approach
- Initiate CALD worker and industry projects in two regional areas of Goulburn Murray and the Leongatha-Maffra-Newry (MID) region using the guide, drawing on previous and existing services and building on key stakeholder relationships
- Implement activities that support the successful delivery of a CALD workforce identified through place-based project steering committees
- Deliver industry training to improve workplace cultural awareness
- Deliver industry training to improve workplace safety for CALD workers
- Refine guidelines based on pilot outcomes for wider sharing