



Hiring Practices Survey Report

October 2023



**Agricultural
Appointments**

Hiring Practices in Current Employment Market

A concise survey was undertaken to gain insight into the perspectives of employers operating in the Australian Agriculture sector on their hiring practices within the current employment market. The objective of this survey was to better understand how businesses are adapting to the challenges presented by a candidate-short job market and to ascertain whether there is room for improvement in their hiring processes. The study elicited a total of 92 responses, with the majority being contributed by individuals holding positions of authority, such as Executives and HR Managers, within small to medium-sized agribusinesses. These agribusinesses spanned a variety of subsectors, such as Ag Tech, Livestock and Crop Farming, and Horticulture.

The survey findings revealed that the primary impediment to finding suitable candidates in these organisations is the perceived Skills Gap, followed closely by salary considerations. Furthermore, the shifting expectations within the generational workforce were identified as a contributing factor. A substantial proportion of respondents (66%) believe it will take less than two weeks from the conclusion of the interview process to extend a job offer to a candidate. The challenge of finding appropriate candidates was the predominant factor, as reported by 71% of participants, causing delays in the decision-making processes during periods of candidate scarcity. In contrast, there was a consensus that a lack of alignment among the hiring team did not significantly impact the hiring process.

The survey results indicated that the majority of participants possess a clear or some appreciation of the urgency associated with expediting the decision-making process in a talent-short market. However, a smaller portion (11%) did not perceive the need for acceleration in decision-making. Most hiring managers concurred that delays in hiring decisions in a competitive talent market could result in the loss of top talent to competitors and increased workloads for current employees, though it was not perceived to negatively affect the employer's brand.

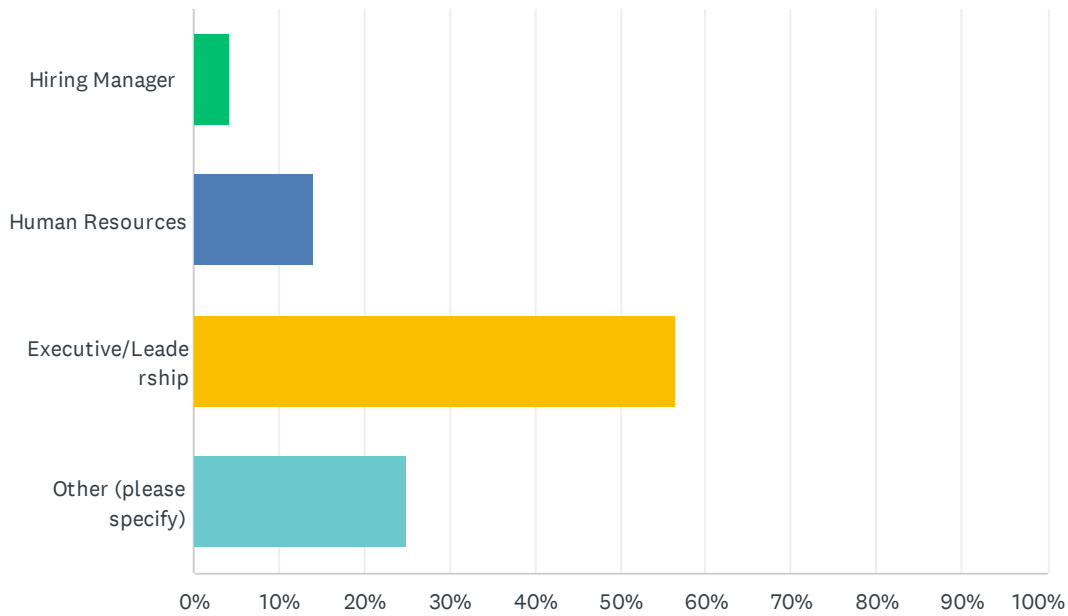
As a result, the survey deduced that organisations seeking to expedite their decision-making processes should consider implementing three key strategies: 1) Clearly defining job requirements, 2) Accelerating feedback and communication to ensure candidates receive prompt responses, and 3) Streamlining the interview process.

The survey participants also shared their views on the current employment landscape within the Australian Agriculture sector. Notably, they found that recruiting talent beyond metropolitan and large regional centres is exceptionally challenging. The demographic of the job market is evolving, and hiring criteria appear to be out of touch with current market realities. Other sectors, including FMCG, financial services, mining, energy, and government, are offering more attractive compensation packages, further complicating the recruitment process. Additionally, the declining attitude, skill base, and aptitude of potential employees are of concern. It was observed that many young candidates receive inadequate training and mentoring from industry-leading companies, leading to job dissatisfaction and a lack of motivation, ultimately resulting in high turnover.

Hiring managers were encouraged to enhance their knowledge of the specific fields for which they were interviewing candidates, and organisations were advised to set more realistic standards for job requirements in accordance with the remuneration offered. They should avoid making too many promises when hiring; jobs with little or no career progression are often oversold. The comments also underscored the importance of assessing a candidate's ability to work effectively within a close-knit team as being equally vital to technical skills, and often more crucial than experience. Regardless of market conditions, early and transparent engagement with candidates was identified as the key to achieving high-quality outcomes in the hiring process.

Q1 What is your current job title or role within your organisation ?

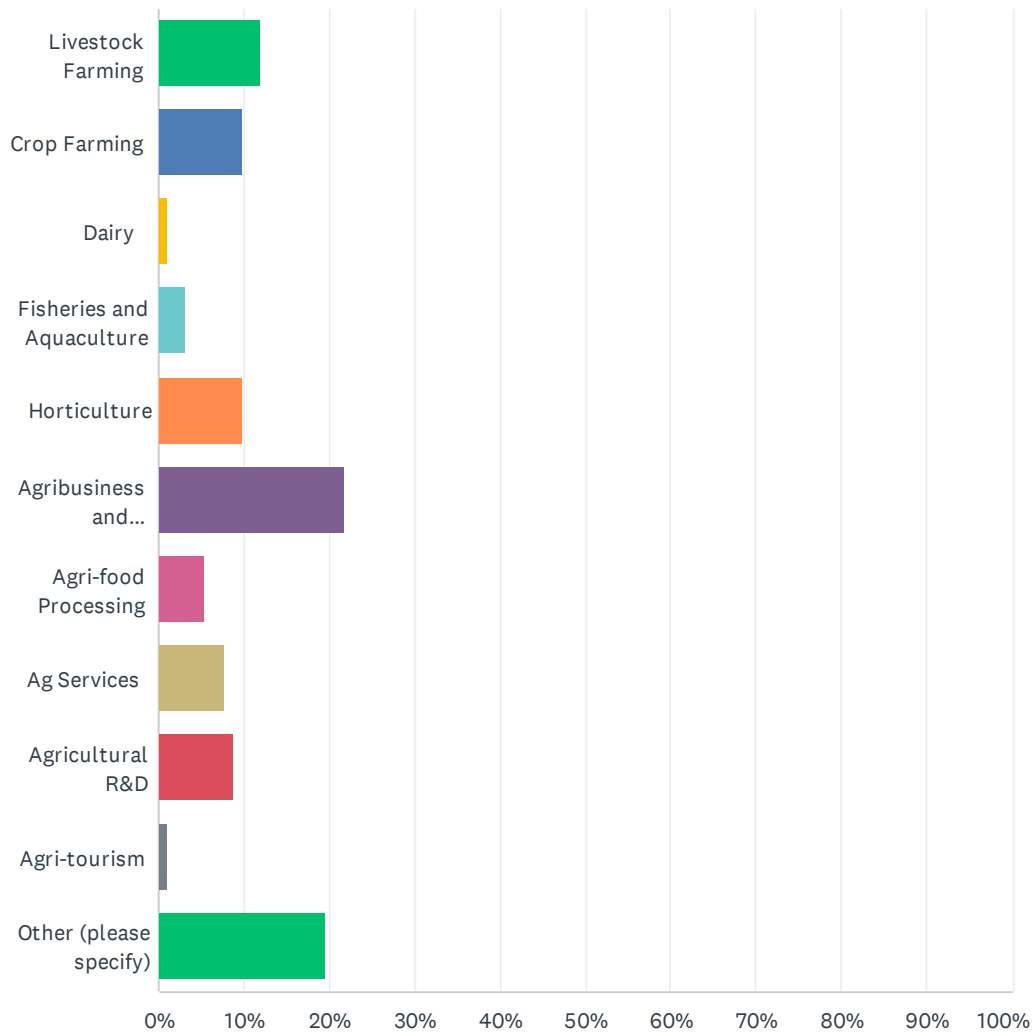
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES
Hiring Manager	4.35% 4
Human Resources	14.13% 13
Executive/Leadership	56.52% 52
Other (please specify)	25.00% 23
TOTAL	92

Q2 What industry does your organisation belong to?

Answered: 92 Skipped: 0

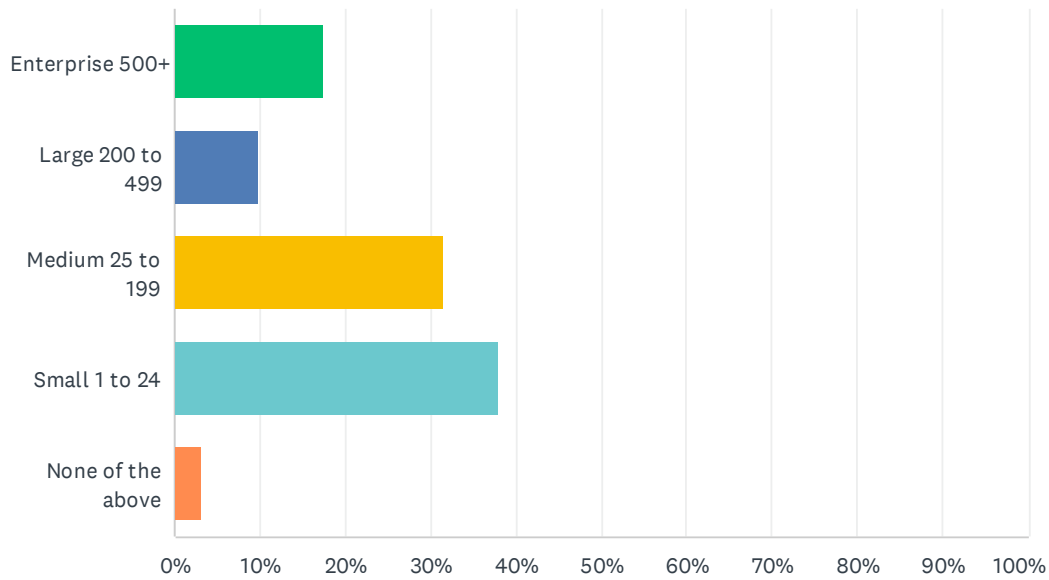


Hiring Practices in the Current Employment Market Survey.

ANSWER CHOICES	RESPONSES	
Livestock Farming	11.96%	11
Crop Farming	9.78%	9
Dairy	1.09%	1
Fisheries and Aquaculture	3.26%	3
Horticulture	9.78%	9
Agribusiness and Agri-technology	21.74%	20
Agri-food Processing	5.43%	5
Ag Services	7.61%	7
Agricultural R&D	8.70%	8
Agri-tourism	1.09%	1
Other (please specify)	19.57%	18
TOTAL		92

Q3 How many full-time employees does your business currently have?

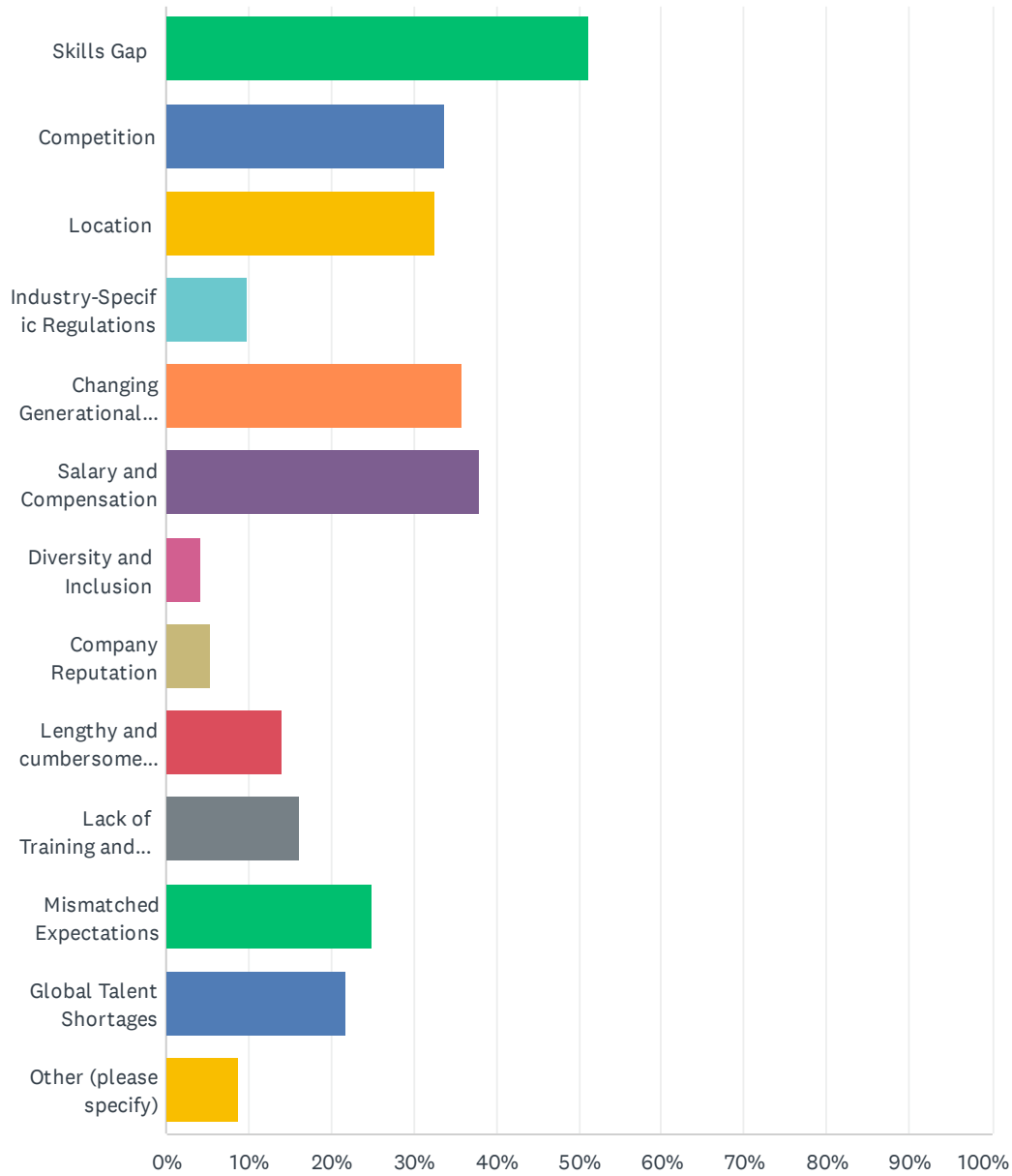
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES	
Enterprise 500+	17.39%	16
Large 200 to 499	9.78%	9
Medium 25 to 199	31.52%	29
Small 1 to 24	38.04%	35
None of the above	3.26%	3
TOTAL		92

Q4 What are the main reasons you believe it is challenging to find suitable candidates in your industry or organisation?

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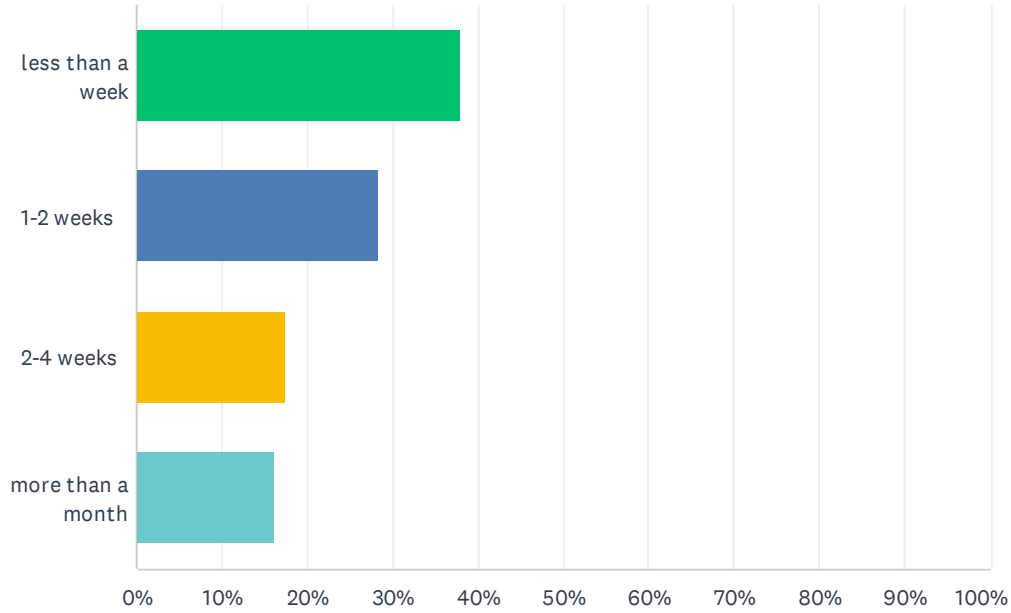


Hiring Practices in the Current Employment Market Survey.

ANSWER CHOICES	RESPONSES	
Skills Gap	51.09%	47
Competition	33.70%	31
Location	32.61%	30
Industry-Specific Regulations	9.78%	9
Changing Generational Workforce Expectations	35.87%	33
Salary and Compensation	38.04%	35
Diversity and Inclusion	4.35%	4
Company Reputation	5.43%	5
Lengthy and cumbersome hiring processes	14.13%	13
Lack of Training and Development	16.30%	15
Mismatched Expectations	25.00%	23
Global Talent Shortages	21.74%	20
Other (please specify)	8.70%	8
Total Respondents: 92		

Q5 On average, how many days do you believe it takes for a company to extend a job offer to a candidate after the interview process?

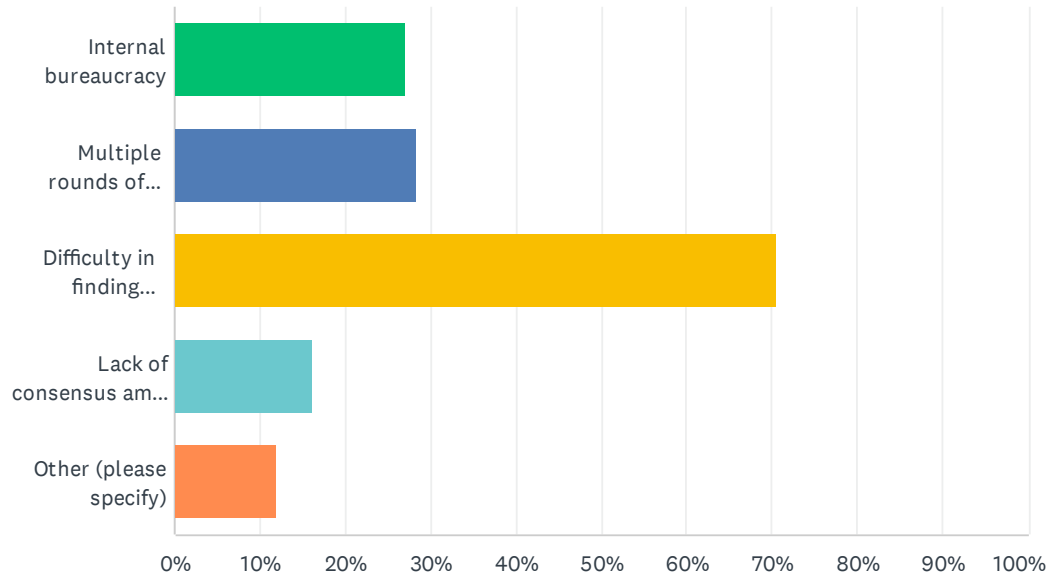
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES	
less than a week	38.04%	35
1-2 weeks	28.26%	26
2-4 weeks	17.39%	16
more than a month	16.30%	15
TOTAL		92

Q6 What factors contribute to delays in your organisation's decision-making process during a candidate short market? (Select all that apply)

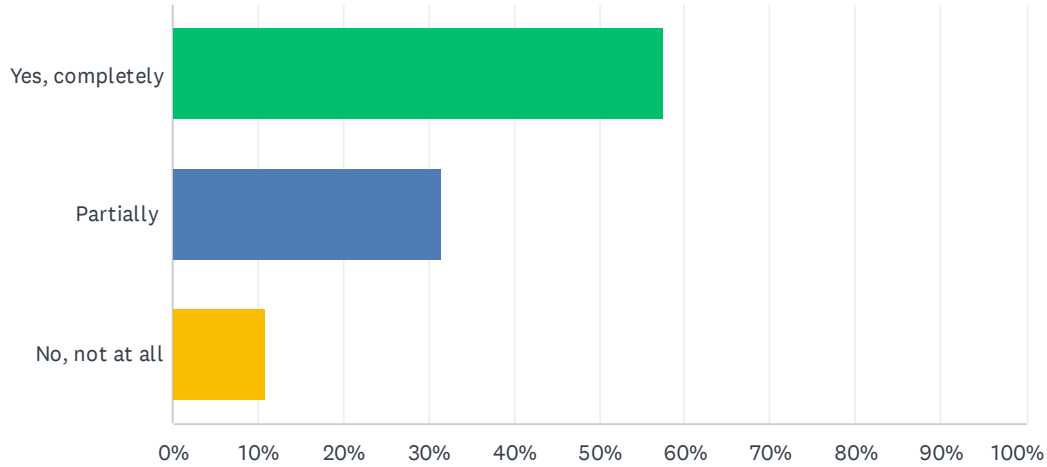
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ANSWER CHOICES	RESPONSES	
Internal bureaucracy	27.17%	25
Multiple rounds of interviews	28.26%	26
Difficulty in finding suitable candidates	70.65%	65
Lack of consensus among hiring team	16.30%	15
Other (please specify)	11.96%	11
Total Respondents: 92		

Q7 Do you think your organisation fully understands and appreciates the urgency of making a decision in a candidate short market?

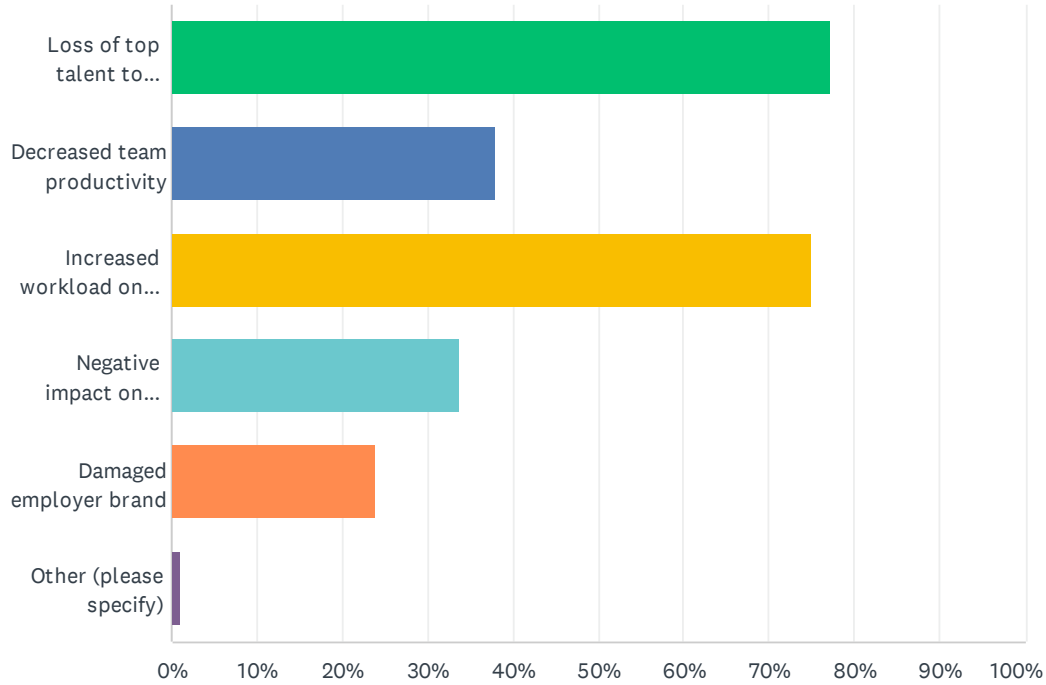
Answered: 92 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, completely	57.61%	53
Partially	31.52%	29
No, not at all	10.87%	10
TOTAL		92

Q8 What are the potential consequences of delayed hiring decisions in a candidate short market?

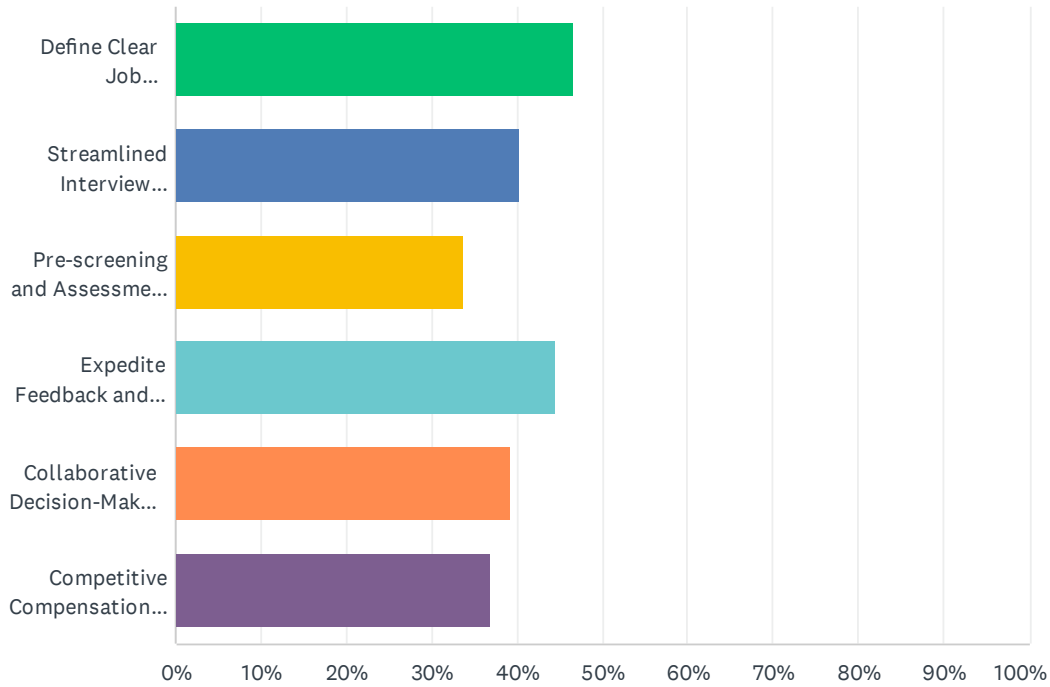
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ANSWER CHOICES	RESPONSES	
Loss of top talent to competitors	77.17%	71
Decreased team productivity	38.04%	35
Increased workload on existing employees	75.00%	69
Negative impact on company's growth	33.70%	31
Damaged employer brand	23.91%	22
Other (please specify)	1.09%	1
Total Respondents: 92		

Q9 What steps or strategies could your organisation implement to expedite the decision-making process in a candidate short market?

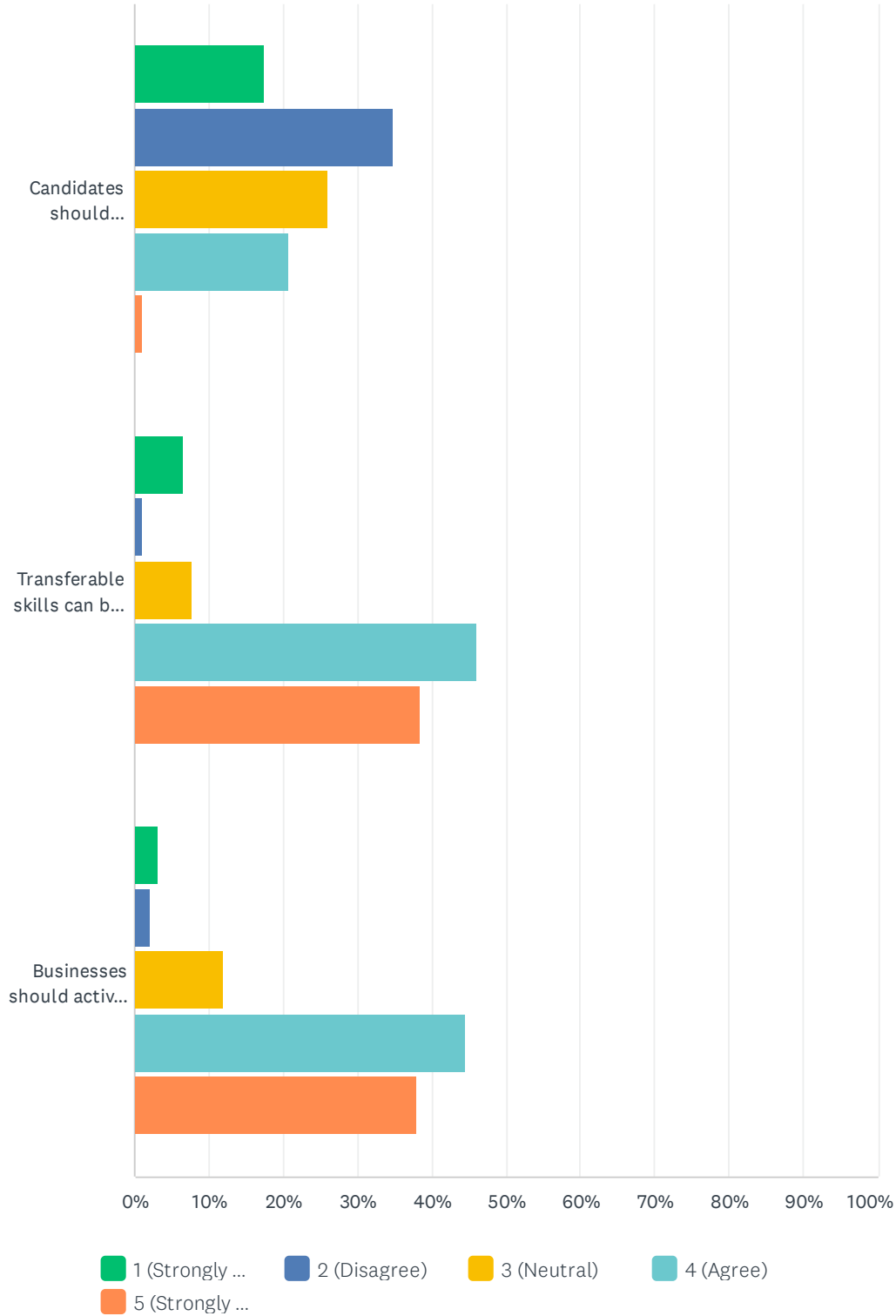
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ANSWER CHOICES	RESPONSES	
Define Clear Job Requirements	46.74%	43
Streamlined Interview Process	40.22%	37
Pre-screening and Assessment Tools	33.70%	31
Expedite Feedback and Communication to ensure that feedback is provided to candidates promptly.	44.57%	41
Collaborative Decision-Making among hiring managers and team members to expedite decision-making	39.13%	36
Competitive Compensation and Benefits	36.96%	34
Total Respondents: 92		

Q10 Please rate the following statements on a scale of 1 to 5, where 1 represents Strongly Disagree, and 5 represents Strongly Agree.

Answered: 92 Skipped: 0



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	1 (STRONGLY DISAGREE)	2 (DISAGREE)	3 (NEUTRAL)	4 (AGREE)	5 (STRONGLY AGREE)	TOTAL
Candidates should under-sell rather than over-sell their potential worth to a business in terms of remuneration.	17.39% 16	34.78% 32	26.09% 24	20.65% 19	1.09% 1	92
Transferable skills can be valuable in a candidate-short market, and businesses should focus on compatibility and potential training directions rather than just ticking boxes on CVs.	6.59% 6	1.10% 1	7.69% 7	46.15% 42	38.46% 35	91
Businesses should actively sell themselves to candidates in the current job market, rather than expecting candidates to want to work for them.	3.26% 3	2.17% 2	11.96% 11	44.57% 41	38.04% 35	92