

ANNUAL REPORT 2022-23



CHRRUP
Advancing rural communities



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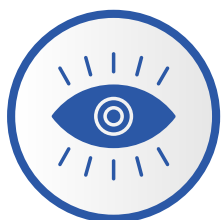
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MISSION AND VISION

CHRRUP is a not-for-profit organisation delivering a mix of linked products, services and programs that provide benefits from an individual business to a community and landscape level.



VISION

Thriving, connected rural communities



MISSION

To connect people with resources that enhance agricultural enterprises







REPORT FROM BOARD CHAIRPERSON

The 2022-23 year will be remembered by CHRRUP as one in which resilience was a shining light.

Nick von Alvensleben, as the new CEO, has every right to be proud of the new CHRRUP team and the way that, as an organisation, it has continued to remain resilient in the face of staffing changes. All the CHRRUP community knew that the departure of former CEO Simone Parker (announced at the AGM last year) was going to be a large loss. However, despite this and several other changes, CHRRUP is continuing to connect people and resources to enhance agriculture enterprises.

CHRRUP has continued to develop both the product stream and the services stream.

Safe Station has been the flagship product and it is still growing rapidly as more businesses recognise the importance of keeping their families and staff safe. Smart Station has been developed to complement Safe Station and provides a range of services relating to operating the 'office-side' of the business. Safe Station and Smart Station are amazing good value thanks to the collaboration that has been established with the Queensland Farmers Federation (QFF) as QFF contribute significantly to the purchase of these commercial products.

IAN DANIELS

BOARD CHAIRPERSON



LEADAg is rapidly becoming our best-known product as it delivers relevant and useful introductory agricultural training. The first complete LEADAg course (following a trial in 2022) was successfully conducted in 2023. This course (for under 18-year-old students) involved 12 students who were selected from 135 applicants. These students spent three weeks across the Emerald, Longreach, and Clermont regions experiencing Agricultural training in a wide range of fields including: Rural and Remote first Aid, Irrigation, Horticulture, Livestock handling, Sheep shearing, Horsemanship, Dog handling, to mention a few. Expansion of the program is already occurring as a result of the success of LEADAg in 2023. RESQ+ in Longreach has committed a grant for CHRRUP to design and deliver a LEADAg program for entry level workers from 18-25. This program will also be tailored to provide workforce expertise currently required by the workforce. Work is ongoing to establish a LEADAg program for the Woorabinda First Nations Community, tailored for expertise required in that community. The LEADAg program for the under-18's will also be re-run in 2024.

The Future Drought Fund – Drought Resilient Soils and Landscapes is being delivered successfully with positive feedback from producers implementing land rehydration methods. The Federal Government FDF funding body is also impressed by the effective delivery of the project. The project has resulted in considerable implementation findings, methods and data (including how to best apply the rehydration and regenerative grazing techniques e.g. bank/weir locations, seeding methods, land stripping or not) which have been recorded in fact sheets and reports. This information is also being shared extensively between producers and at workshops and presentations.

The hosting of the Agricultural Workforce Officer (AWO) for the Queensland Department of Agriculture and Fisheries (DAF) has continued to be very useful to a wide range of businesses. DAF has provided ongoing support for this role and its deliverables, as well as considerable support for LEADAg through the Rural Jobs Initiative Committee.

Girl Power and EcoGrazen (in collaboration with the Desert Uplands Committee) are among the other CHRRUP projects. These are delivering improved cattle selection processes and improving grazing methods.

People are a very important part of CHRRUP and personal relationships are key to many of the arrangements. DAF, North Queensland Dry Tropics, the Desert Uplands Committee, and the LEADAg tutors and logistics assistants are just some of the many contributors to have shown how 'love of the land' drives great personal contributions.

Contractor positions also form an important alliance. The work of contractors has allowed CHRRUP to be more flexible in expanding and reducing capacity to ensure efficient delivery of Safe Station and the works for the Future Drought Fund. Their connection with CHRRUP is highly valued.

The staff of CHRRUP have also been outstanding contributors and special acknowledgement is made of those who have left or will be doing so shortly. Special thanks to Meg McCosker, Zach Moore, Kate Crowe, and Bec Newland. Your contributions will long be remembered – and hopefully will continue in some form in the future.

The new and future staff are taking up the challenge and we welcome Dorothee Goetz as Business Development Manager, Kim Leo as Project Assistant and Meg Bassingthwaite as our new Agricultural Workforce Officer (based in Longreach).

We also acknowledge the work of Ed Wood as he remains in his casual role working remotely in the Desert Uplands.

I would like to acknowledge all members of CHRRUP Limited and especially the contribution of the CHRRUP Forum and the Working Groups.

I also acknowledge the many contributions from the Board Members of CHRRUP Limited and give thanks to Carmel Marshall, Blake Repine, Samantha Cobb, Kerry Piggott, Cherie Holland and Jane Oorschot.

REPORT FROM THE CEO

This year, our team delivered positive outcomes for the region's landscapes and communities, supported by vital contributions by project partners, investors, landholders, Traditional Owners, and our Board of Directors.

It's been a privilege to manage impactful and diverse projects in particular the Future Drought fund and LEADAg. Its exciting to see considerable land rehabilitation which decreases erosion, increases hydration and improves biodiversity. It's also been valuable to see landholders experiencing noticeable land improvement which leads to an enthusiasm to share effective methods, and engage in ongoing management training and optimisation.

LEADAg 2023 was an outstanding success with the program delivered seamlessly and contributing to the motivation of students to engage in careers in the agricultural industry. The variety of LEADAg activities specifically highlighted the diverse and broad range of employment opportunities in this sector.

As is the current global trend we lost exceptional staff, and I would like to thank Meg McCosker, Zach Moore and Bec Newland for their invaluable contributions to CHRRUP over their time with the organisation. Following on from this, we had the pleasure of welcoming a new Business development manager, Dorothee Graham and Business Support Officer, Kim Leo who dynamically took on project development and implementation.

**NICK
VON ALVENSLEBEN**

CHIEF EXECUTIVE OFFICER



Constant optimisation of Safe and Smart Station has brought these services to an exceptional standard assisting business managers to achieve compliance with constantly evolving workplace requirements and procedures. We recently also welcomed a new Agricultural workforce officer, Meg Bassingthwaighte who already delivered exceptional work to implement the LEADAg program, as well as support the development of rural employment.

I am particularly proud of the CHRRUP Team for their commitment to CHRRUP and their drive to engage and deliver a range of valuable community and Landcare projects. We look forward to keep growing the team in 2024 and expanding the reach and impact of projects in the region.



OUR WORK

To achieve our vision CHRRUP delivers a mix of linked products, services and programs that provide benefits from an individual business to a community and landscape level under the following three pillars:



Our work under the Greener Pastures pillar delivers landscape and community benefits through partnerships and investment from relevant stakeholders.

HIGHLIGHTS

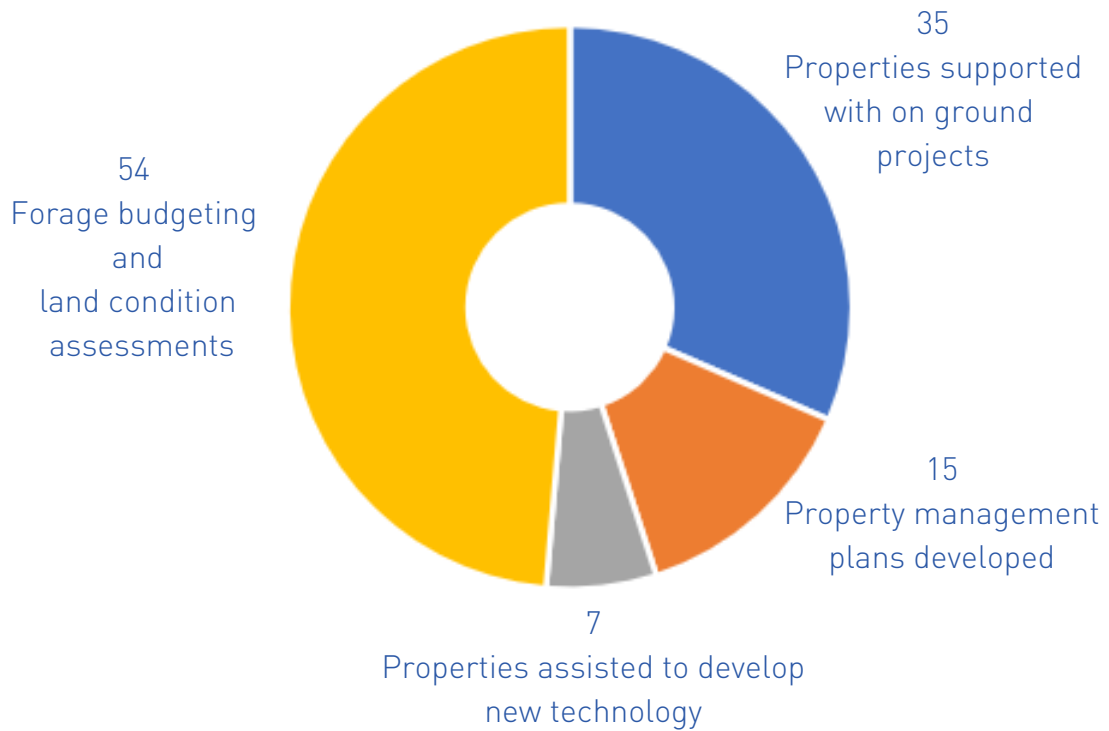
As the successful grant recipient for a Future Drought Fund Program – Drought Resilient Soils and Landscapes, in 2022, CHRRUP has been actively delivering this project to demonstrate that implementing relatively low-cost interventions and changes in grazing practices can rehydrate grazing landscapes, improve soil, water, and biodiversity assets, and remediate existing erosion.

Five demonstration properties in the Desert Uplands bioregion participated in the design, implementation, and evaluation of on ground works and grazing practices with recognised industry experts.

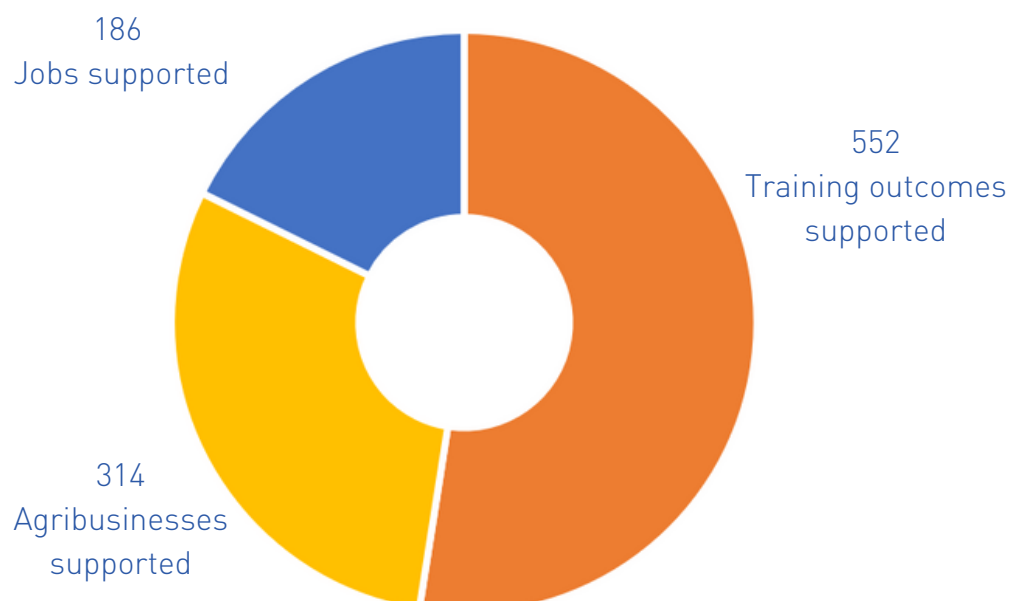
The project is ongoing with property monitoring, case study development, and field days/education events held to share the outcomes and benefits across a wider network of graziers.

CHRRUP continues to be a collaborative agreement holder in the Queensland Department of Agriculture and Fisheries' Queensland Agriculture Workforce Network. This agreement involves CHRRUP hosting the Agriculture Workforce Officer for the Central Highlands and Central West who supports the Government's objective of driving agriculture industry growth and rural jobs growth by providing agribusinesses with a broad range of advice and guidance on workforce attraction, recruitment, and development. This program has also supported the development of the LEADAg initiative outlined in the case study on page 13.

NUMBER OF AGRICULTURAL BUSINESSES PROVIDED WITH ONE-ON-ONE SUPPORT IN 2022-23



NUMBER OF AGRICULTURAL BUSINESSES PROVIDED WITH WORKFORCE SUPPORT IN 2022-23





Safe Station is CHRRUP's fully individualised safety management system that provides agricultural businesses with a practical approach to meeting workplace health and safety obligations.

HIGHLIGHTS

The Safe Station app was launched at Beef Australia 2021 and provides an efficient digital solution to make the Safe Station system even easier to implement. Available on both iPhone and Android, the Safe Station app allows employees and property owners to access vital safety information in real time via their phone or tablet. It is packed full of features including digital risk assessment forms, chemical logs, incident reports, vehicle maintenance logs and more.

Safe Station was expanded through collaboration with Queensland Farmers Federation that issued a Workforce Connect Grant to aid with the purchasing cost of Safe Station. Multiple Graziers and Farmers made use of the easy application process that was promoted and facilitated by CHRRUP's Business Development Manager. Further delivery partners have been trained to deliver Safe Station to ensure the smooth and ongoing implementation of WHS Systems across Queensland.

ACHIEVEMENTS IN 2022-23

24
Agricultural businesses
implementing a safety
management system

40
Businesses using
the new Safe Station App

2
Capacity building events
delivered about Workplace
Health & Safety





HUMAN RESOURCE MANAGEMENT

Smart Station provides a fully supported, practical and simple approach to Human Resource Management, compliant with current rules and regulations, for agricultural businesses.

THE SMART STATION PACKAGE INCLUDES:

- CHRRUP assists primary producers to identify workforce needs with focus on attraction, retention and development
 - Full Hiring Circle; from Job Advertisement to Contract negotiations
 - Customised templates that suit individual business needs
 - Business Handbooks to set out roles and responsibilities
 - Ongoing support from our HR Officer
- Initial Smart Station Consultation with our HR Officer
- Workforce Action Plan Development
- Grant Eligibility Assessment
- Continuous phone and email support

FUNDING

CHRRUP's HR-support is recognised by the QFF Industry Workforce advisor and may be eligible for the Workforce Connect Grant.



CASE STUDY – LEADAG



BACKGROUND

LEADAg is a CHRRUP initiative that provides introductory agricultural skilling in regional Queensland. It stands for Leading, Educating, and Developing the next generation of the agriculture workforce.

The program is modelled on the highly successful Hay Inc. program in New South Wales and has been tailored to address the workforce issues identified by industry in regional Queensland. The closure of the Queensland Agriculture Training Colleges in Emerald and Longreach resulted in the loss of agricultural skills training programs in the region. Without the training colleges, there were no longer pathways for young people to gain skills and enter the workforce, impacting on the region's ability to attract and retain young people.

In July 2021, a working group was formed with members from industry, education, employment, and community to progress a training initiative specific to agriculture that involved industry mentors. The working group were instrumental in providing an industry perspective on what training and skills were required. They continue to inform the program and training outcomes, undertake student selection, and identify or volunteer as industry mentors.

Participation in the program provides students (15 – 17 years-old) with work ready skills and support from industry mentors. The experience provides exposure and opportunities for young people, allowing them to be more informed when entering the agricultural workforce. Additionally, LEADAg acts as a networking pathway for students to form connections to peers and industry representatives. Not only do participants benefit from skills development, but they also build the confidence, networks, and clarity to choose a career in the agricultural industry.

2023 LEADAG PROGRAM

In early 2023, CHRRUP launched an extended LEADAg program with the first training session in April 2023. This program was run over 3 one-week blocks, in the Central Highlands and Central West, and covered critical skills and knowledge gaps experienced in the workforce as identified by industry. The regions are amongst Queensland's key agricultural areas, with access to services and industries including small and large livestock production, dryland and irrigated broadacre cropping (cotton, sorghum, corn, chickpeas, mung beans), as well as horticulture production. The program was generously funded by the Queensland Agricultural Workforce Network (QAWN), The Local Buying Foundation and SQNNSW Innovation Hub. The 2023 program was significantly oversubscribed with a total of 135 applications from students across Queensland, New South Wales and Victoria. This interest was achieved through unpaid social media posts on the CHRRUP and the Queensland Agriculture Facebook pages which organically generated considerable attention. From the 135 applicants, 12 students were selected, based on their written applications and phone interviews.



OUTCOMES AND SUCCESSES OF THE 2023 PROGRAM

12 students were selected from 135 applicants from across Queensland and NSW to participate in the program

16 industry mentors shared practical skills and knowledge with the students

Topics covered included:

- Rural and remote first aid,
- Agricultural workplace health & safety,
- Physical and mental health for rural and remote environments
- Biosecurity (animal diseases and weeds)
- Cropping production and management (irrigation, planting, plant physiology, soils, integrated pest management)
- Land and natural resource management – specifically pasture management
- Working dogs – for livestock handling
- Livestock transportation
- Wool harvesting
- Small and large motors maintenance & servicing
- AgTech and innovation – robotics, water management, livestock management
- Horsemanship

To find out more about what the students and mentors in the 2023 program had to say about their experience, please check out these videos on the CHRRUP website <https://www.chrrup.org/leadag>

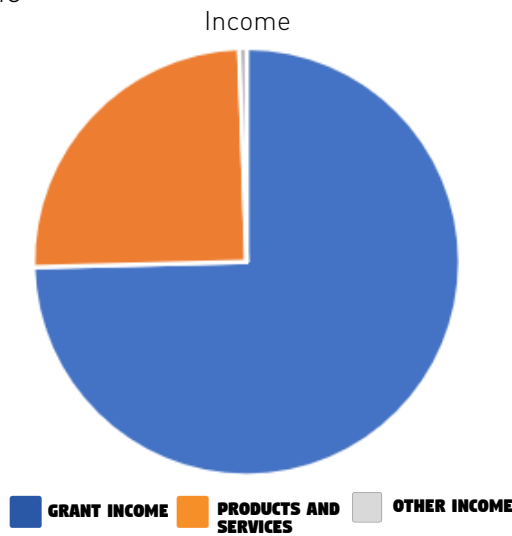
LEADAg TIMELINE



FINANCIALS

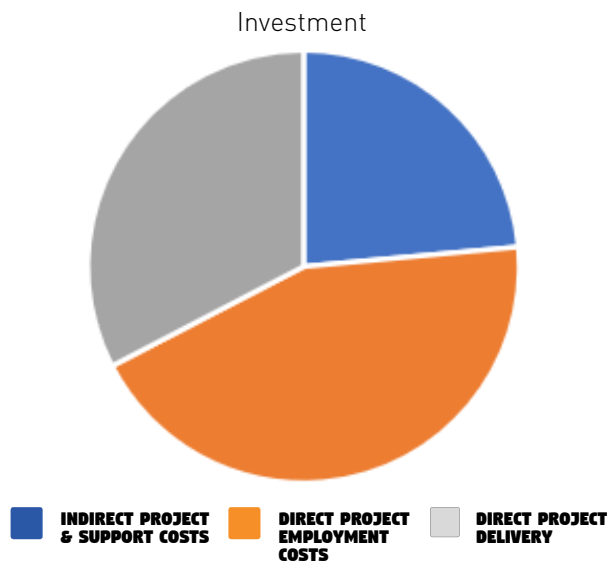
In 2022/23 our income was \$ 1,115,139.00*

- \$831,885.00 grant income from project partners
- \$277,100.00 from provision of products and services
- \$6,154.00 other income

















In 2022/23 we invested \$1,363,007.00*

- \$321,010.00 Indirect project and support costs
- \$597,653.00 Direct project employment costs
- \$444,344.00 Direct project delivery



*2022/23 CHRRUP Audited Financial Statement and CHRRUP Profit and loss statement 2022/23

OUR BOARD & TEAM

DIRECTOR	NUMBER OF MEETINGS ELIGIBLE TO ATTEND	NUMBER OF MEETINGS ATTENDED	APPOINTMENT/RESIGNATION DATES IN 2022/2023
Ian Daniels (Chairman)			
Carmel Marshall			
Blake Repine			
Samantha Cobb			
Kerryn Piggott			
Cherie Holland			Appointed 18/05/23
Jane Oorschot			Appointed 18/05/23

OUR TEAM



NICK ALVENSLEBEN
CHIEF EXECUTIVE OFFICER



DOROTHEE GRAHAM
BUSINESS DEVELOPMENT MANAGER



MEG BASSINGTHWAIGHTE
AGRICULTURE WORKFORCE OFFICER



KIM LEO
BUSINESS SUPPORT OFFICER



ZACH MOORE
PROJECT OFFICER



ED WOOD
PROJECT OFFICER (CASUAL)

ACKNOWLEDGEMENTS

CHRRUP Limited would like to acknowledge our program partners in 2022-23. Without their support we would not be able to have as significant an impact on achieving our vision of thriving, connected rural communities.



Australian Government
**Department of Agriculture,
Fisheries and Forestry**



**Future
Drought
Fund**

**LOCALBUYING
FOUNDATION**

AN INITIATIVE OF THE LOCAL BUYING PROGRAM



SQNNSW
Innovation Hub



DRY TROPICS



**Queensland
Government**

THANK YOU & CONTACT DETAILS

Thank you for your interest in, and support of CHRRUP in 2022/2023. To stay up to date with the latest developments at CHRRUP, follow us on LinkedIn and Facebook and join our monthly newsletter list over on our website.



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CHRRUP

Advancing rural communities