

Agricultural workforce digital capability framework

Self-assessment approach

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RDC PARTNERS



Overview of self-assessment approach



Purpose

As part of the development of the agricultural workforce digital capability framework project the KPMG led-consortia is delivering, this document aims to provide a **self-assessment approach and questionnaire** to assess future digital capability requirements based on current knowledge and identify individual digital capability gaps and knowledge areas where development will be required.

The self-assessment approach and questionnaire will be used to develop a self-assessment tool to **catalyse digital capability uplift across the industry.**



Key inputs

The self-assessment approach leverages the national framework that was created to map the digital capabilities of the agricultural workforce that will be required in enabling individuals to adapt to a rapidly changing technological environment.

The agricultural workforce digital capability framework identifies a set of **six digital capabilities** and **five enabling capabilities** that will be required for the agriculture workforce to work and thrive in a digital environment.

This framework is available in the report ***Agricultural workforce digital capability framework*** developed by a KPMG led-consortia with the support of RDC Partners.

The maturity levels of the national digital capability framework are available in the ***Training and curricula handbook for education and training providers.***



Outputs

Self-assessment questionnaire

The self-assessment questionnaire provides key inputs for the agricultural industry to develop an interactive online tool, including:

- 1) a questionnaire to assess digital and enabling capabilities, as well as bespoke responses to each question;
- 2) a reporting framework.

Self-assessment tool: high level road map

This document also provides a high level view of the next steps required to develop and launch an interactive online self-assessment tool able to be used across the agriculture industry.

Self-assessment tool: vision on potential uses

A vision on how the future self-assessment tool may develop and could be used moving forward by the Agriculture industry is also provided.



Agricultural workforce digital capability framework

The self-assessment questionnaire has been developed to align with the **Agricultural workforce digital capability framework**. Maturity levels developed for each of the capabilities and available in the **Training and curricula handbook for education and training providers** will be also used to provide users with feedback on their current state maturity.

Agricultural workforce digital capability framework



Digital capabilities



Digital literacy



Technology operation



Data management



Data monitoring, analysis & interpretation



Digital communication



Incident management

Enabling capabilities



Process improvement



Personal learning & mastery



Collaboration



Business transformation



Critical thinking

Maturity levels - Training and curricula handbook for education and training providers



Learning Outcomes: DIGITAL LITERACY

Learning Outcomes: DATA MANAGEMENT

Learning Outcomes: DATA MONITORING, ANALYSIS & INTERPRETATION

Learning Outcomes: DIGITAL COMMUNICATION

Learning Outcomes: INCIDENT MANAGEMENT

Learning Outcomes: PROCESS IMPROVEMENT

Learning Outcomes: PERSONAL LEARNING & MASTERY

Learning Outcomes: COLLABORATION

Learning Outcomes: BUSINESS TRANSFORMATION

Learning Outcomes: CRITICAL THINKING

Summary

FOUNDATION

DEVELOPING

PROFICIENT

MASTERY



Self-assessment questionnaire: process & reporting

The self-assessment questionnaire follows a series of steps as set out below. A reporting framework has been developed to translate raw scores into a maturity rating. As per our vision of Version 2.0 of the self-assessment tool, the current individual's maturity rating can be compared against the desired 'target rating' for their role.

1. Self-assessment questionnaire

The questionnaire is made up of two parts:

- 1) 'Individual Profile' questions - for users to fill in before commencing the self-assessment to enable results to be tailored to their individual profile.
- 2) 'Self-Assessment' – a set of questions to assess the individual's capability across 6 digital capabilities and 5 enabling capabilities. Bespoke response options are provided for each question, which sits on a sliding scale of 1-5.

The questionnaire should take approximately 20 minutes to complete.

2. Raw scores calculated

- Each response provided by an individual is allocated a score of 1-5 (5 being most proficient).
- Each question is aligned with a digital or enabling capability so that when an individual completes the questionnaire, a raw average score out of 5 is provided for each capability area.

For example, the individual scores 12/15 from three questions relating to the capability area 'Digital literacy'. This would equate to a raw average score of 4/5 for that capability.

3. Reporting of results

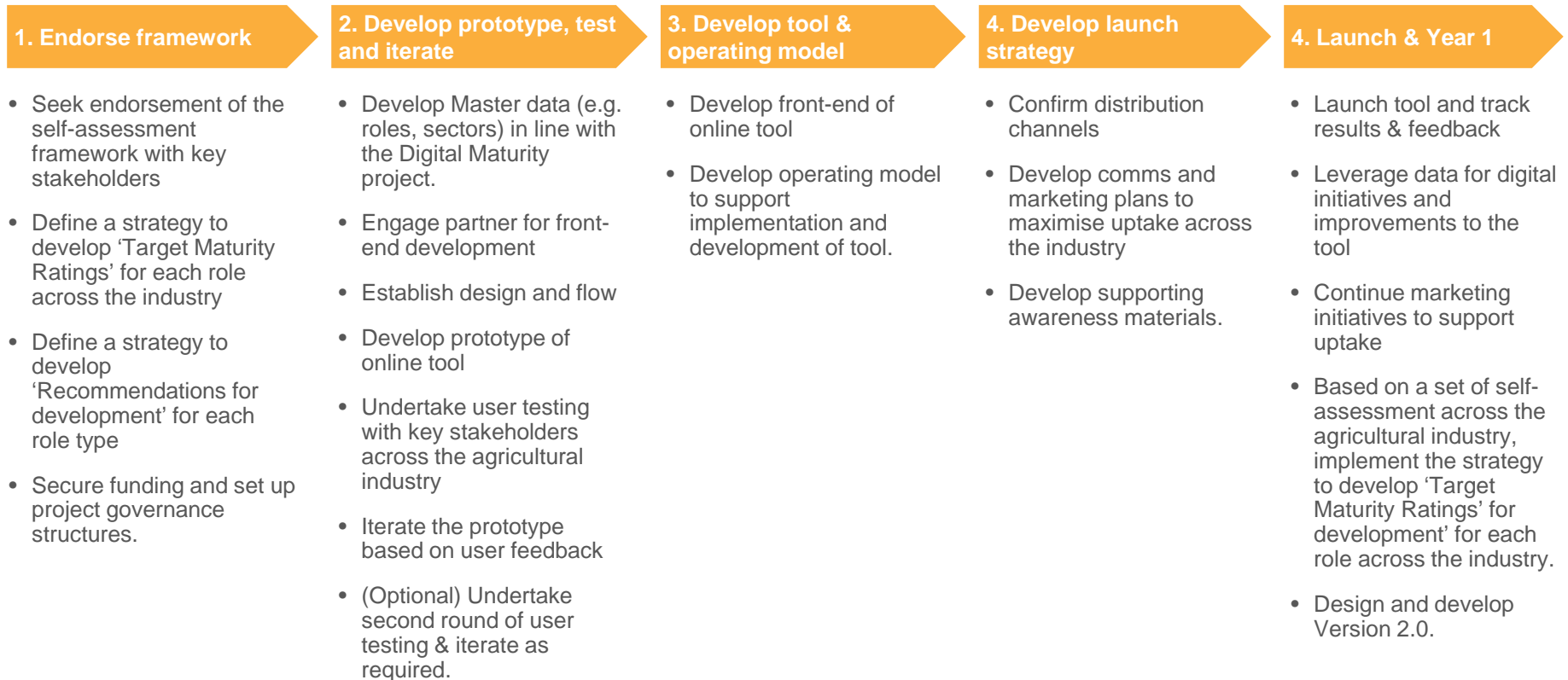
- Raw average scores for each capability are each converted into a maturity rating, leveraging the Maturity Framework available in the *Training and curricula handbook* for education and training providers. This uses a scale of 1-4, with levels of 4: Mastery, 3: Proficient, 2: Growing and 1: Foundation.
- The maturity ratings achieved by the individual are compared against 'Target Maturity Ratings'* for their specific role. It is important to note that not every role will require the same level of digital maturity across capability areas.
- The individual is then presented with their results, and any gaps in their capability are identified.

Target Maturity Ratings to be developed as part of Version 2.0 as suggested in the next steps



Self-assessment tool: high level roadmap

Below are the key steps involved in developing the self-assessment tool and supporting initiatives to encourage widespread industry adoption.





Self-assessment tool: vision of potential uses

The first release of the self-assessment tool will lay the foundations for a platform with the potential to grow and evolve over time as it reacts to community engagement, trends in the agriculture industry, as well as a rapidly evolving technology landscape.

