

Grains RD&E Capacity and Ability Framework

Purpose: To ensure enduring access to the talent, infrastructure and delivery pathways that will enable the delivery of GRDC's purpose.

Overview

The Capacity and Ability (C&A) Framework is one of four core frameworks that enable the delivery of grains Research, Development and Extension (RD&E) outcomes aligned to GRDC's strategy and purpose.

To deliver priority RD&E outcomes, the grains industry requires enduring access to highly capable people and appropriate infrastructure in an environment that supports innovation and research for impact.

Framework scope

GRDC's authority to invest in grains industry C&A is limited by its functions under the PIRD Act, requiring C&A investments to relate to:

- The development of persons to carry out R&D;
- R&D to develop the adoptive capacity of Australian grain growers; or
- Dissemination of information, or the provision of advice or assistance, to persons to encourage the adoption of R&D or technical developments designed to improve the grains industry.

This Framework refines the statutory scope of GRDC's investments in C&A to provide greater strategic focus aligned to strategic elements and defined principles.

Principles for C&A investments

- Should ensure enduring benefit to grains RD&E as opposed to delivery of short-term or direct benefit to individuals or organisations only
- Will be highly targeted to deliver RD&E outcomes aligned to GRDC Strategic Plan, identified priorities, C&A framework strategic elements and principles
- Must target unmet needs and not duplicate efforts to address gaps that may otherwise be reasonably achieved through collaboration, partnership or alternative approaches
- Must complement (not substitute) the responsibilities of individual organisations in managing the long-term capacity and ability of their workforce, including professional development
- Seek to leverage co-investment across relevant sectors, organisations and initiatives, considerate of the beneficiaries
- Avoid contributing to the creation of any market failure.

Strategic elements

Attract and nurture the talent required to conduct and deliver world-class grains RD&E

The grains industry has enduring access to people with requisite abilities in the science, extension and commercialisation of R&D to efficiently conduct and deliver priority outcomes

Support leadership and pathways to innovate, translate and adopt

The RD&E community is well connected and has the leadership and pathways required to inform RD&E priorities, identify innovative solutions, and ensure efficient and effective translation of grains research

Facilitate access to critical infrastructure and technologies required to deliver grains R&D

Australian grain growers benefit through access to infrastructure and technologies deemed critical to the delivery of priority grains R&D outcomes

Guiding principles

- Should encompass talent critical to grains research, extension and commercialisation across the public and private sectors
- Investment will be highly targeted to need and impact as defined by the GRDC strategic plan and communicated priorities
- Investment must be considerate of the responsibilities of employers and other relevant stakeholders
- Should attract new talent to embark in a career in grains RD&E directly or apply their knowledge and skills through participation
- Should nurture and motivate existing talent to continue to apply and develop their knowledge and skills to deliver priority grains RD&E outcomes
- Investment to attract new talent should start early, recognising the key influences of career pathways.

- Should encourage divergent thinking to identify new solutions to often long-standing problems
- Should target critical leadership skills gaps across the entire grains RD&E pipeline/continuum
- Should reach and connect domestic and global expertise to address constraints to grower profitability
- Should encourage public and private participation in the commercialisation and adoption of grains research
- Should recognise the role of others in grains industry advocacy
- Enduring relationships with grains industry participants should be fostered for long-term benefit of Australian grain growers
- Collaboration and partnerships should be facilitated and encouraged but are the responsibility of all industry participants in grains RD&E.

- Should not subsidise the cost of infrastructure that would otherwise be reasonably acquired or accessed by RD&E partners
- Investment by GRDC will be proportionate to the benefits to Australian grain growers, considerate of any other beneficiary and use
- Ongoing infrastructure access and use arrangements for the purpose of grains R&D should be reflective of GRDC's investment
- GRDC should not own or maintain infrastructure.