

Expression of Interest EOI 2022-23

Part 1- General Details

EOI ID	2223EOI0340		
EOI Title: (max 80 char)	How to attract and retain young people on cotton farms		
Type of Research	Capacity & Education		
Proposed Start Date:	1/07/2022	Proposed End Date:	1/07/2024
<i>Please refer to CRDC's Strategic R&D Plan 2018-2023 for the following:</i>			
CRDC Goal	3. Build adaptive capacity of the cotton industry		
CRDC Key Focus Area	3.1 Science and innovation capability, and new knowledge		
CRDC Outcome	3.1.2 Increased understanding of an participation from the diverse human capital in regional communities		
CRDC Performance Indicator	Information is available on the diversity of social and business networks		
Rural RD&E Priorities	Soil, Water and Managing Natural Resources		
Science and Research Priorities	Soil and water		
R&D Manager	Rachel Holloway	FRP Due Date	13/10/2021

Part 2 –Expression of Interest Requirements

<p>Issue to be addressed and project description: The sustainability of cotton farming relies on young people wanting to work or invest in the cotton industry and regional communities. To ensure the growth of the cotton industry it requires an understanding of the pathways that attract, retain and develop its workforce. Australian agriculture is changing and with it career opportunities; from the impact of technological innovation, to changes in climate and fundamental changes in regional communities (loss of rural residents, liveability, isolation, and an aging agricultural workforce). This is impacting the availability, skill level and competition for labour in regional cotton communities. With the increased focus of drought then Covid-19, the need to understand and address workforce issues and career challenges for young people in the farming sector has become critical. The project will focus on attraction and retention of young people on cotton farms, with a focus on young people's experiences and career pathways - how well people are retained contributes to profitability. So how well are people retained? What influences this? The study will identify gaps and areas for intervention and change with young people and key partner organisations.</p>				
<p>Expected project outputs and outcomes: The project will deliver:</p> <ul style="list-style-type: none"> • Identify what enables, constrains and perceived perceptions for attracting youth to the cotton industry • Understand employee attitudes to workforce turnover including safety, inclusion, and diversity • Identify practices strongly linked to low turnover • Identify gaps and areas for intervention and change • Develop strategies and tools to attract and retain young people in cotton sector, with young people and partner organisations 				
Project Investment:				
Year	2022-23	2023-24	2024-25	TOTAL
Indicative budget (up to)	\$120,000	\$120,000	\$0	\$240,000

Part 3 –Selection Criteria

The following selection criteria will be used by the CRDC to assess the full research proposals (FRPs) received for each Expression of Interest.

1. The rationale of the project, how it will support CRDC’s Strategic Plan and the potential impacts for the Australian cotton industry and the Australian community.

This criterion will be assessed on the soundness of the proposal’s understanding of the issues, and the extent to which the project outcomes will address the issues and support CRDC to achieve its measures of success.

2. Project methodology.

This criterion will be assessed on the soundness and clarity of the proposed R&D methods to achieve project deliverables and outcomes.

3. The skills and capacity of the research team to undertake the project.

This criterion will be assessed on the track record, technical knowledge and experience of all key personnel in the research area and the demonstrated capacity of the nominated researcher/s to provide project coordination, management, monitoring and evaluation for the timely delivery of high quality outputs.

4. The proposed ‘Pathway to Impact’.

This criterion will be assessed on the appropriateness of the proposed ‘Pathway to Impact’ and the demonstrated capacity of the project personnel to effectively translate research/project outcomes to on ground actions. Please include the target audience and process for extension/ communication/ commercialisation (as appropriate), as well as any collaboration partners and potential risks. Note that successful FRPs may be requested to develop specific milestones for delivery of project outcomes in collaboration with CottonInfo or CRDC Commercialisation Manager at the outset of the project.

5. Proposed collaborations for the project and / or the collaborative networks of the project team.

This criterion will be assessed on the demonstrated ability of the project personnel to form productive networks to build on national and international research already undertaken in related areas.

6. How this project is cost effective for the Australian cotton industry, including details of the resources being brought to the project.

(This criterion will be assessed on the cost effectiveness of this project including cash and in-kind commitments from the applicants and leverage through domestic or international linkages. Budget including descriptive text will also be assessed as part of this criterion. Max 2,000 character limit including spaces)

For information on how to apply, please refer to: www.crdc.com.au/for-researchers

This EOI is not a guarantee of funding.