



Australian Government

AHCAGB520 Plan production for the whole business

Release: 1

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Modification History

Release	Comments
Release 1	This version released with AHC Agriculture, Horticulture, Conservation and Land Management Training Package Version 4.0.

Application

This unit of competency describes the skills and knowledge required to plan production for a whole, land-based business, including reviewing strategic plans and production goals, developing financial and marketing plans, developing workforce skills and managing land usage.

This unit applies to agribusiness managers whose role is to review and confirm the organisation's business goals and vision, its land-use, human resource development and financial plans. They analyse information from a range of sources and exercise judgement to complete a range of advanced skilled activities.

All work must be carried out to comply with workplace procedures, work health and safety legislation and codes, and sustainability practices.

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Pre-requisite Unit

Nil

Unit Sector

Agribusiness (AGB)

Elements and Performance Criteria

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Review and confirm the organisation business goals and vision	1.1 Compare the organisation business goals and vision against actual business activities 1.2 Compare the values and community expectations of the

Elements	Performance Criteria
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	organisation against actual business activities 1.3 Review the organisation operating environment to identify potential opportunities and threats 1.4 Analyse the strengths and weaknesses of the organisation to identify potential areas for development 1.5 Access and discuss information about innovations suitable for the enterprise, with colleagues 1.6 Document the organisation goals and vision to provide a basis for future planning
2. Prepare workforce plans	2.1 Identify the values, attributes and skills of the team 2.2 Recognise specific areas of expertise in the business 2.3 Determine future skill requirements of the business 2.4 Assign specific areas of responsibility to team members, based on identified skills and expertise 2.5 Identify staff members skill development and training requirements 2.6 Obtain commitment to ongoing skill development from the management team 2.7 Determine succession planning processes with team 2.8 Establish communication strategies to foster a collaborative environment
3. Prepare a plan to manage land use	3.1 Survey land to identify natural resources, soil characteristics, water resources, and cultural heritage sites 3.2 Determine land use capacity from land condition tests and history of yields 3.3 Determine land use for individual paddocks, based on land use capacity, products being produced, and the organisation goals and vision 3.4 Develop a plan to improve the management and use of land on the property, based on property resources, sustainable practices and the organisation goals and vision 3.5 Develop organisational policy to determine environmental management of the land, based on land use, prevalent pests and diseases, and the organisation goals and vision

Elements	Performance Criteria
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
4. Develop financial goals and risk management strategies	4.1 Identify key financial performance indicators of each enterprise in the business from analysis of cash flow, profitability and net worth 4.2 Assess financial performance of each enterprise in the business from analysis of key financial performance indicators and their impacts on business performance 4.3 Identify financial goals for each enterprise in the business from financial performance assessment and the organisation goals and vision 4.4 Identify areas of risk in the organisation from analysis of the operating environment, production strategies, workplace health and safety records and staff skills 4.5 Identify and implement risk management strategies
5. Prepare and communicate the organisation vision, goals and plan	5.1 Integrate the organisation goals and vision, human resource development, land-use, production and financial plans to reflect the decisions taken in each area 5.2 Articulate the organisation goals, vision and plans to stakeholders and staff 5.3 Establish a schedule to regularly review the organisation vision, goals and plans

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential for performance in this unit of competency but are not explicit in the performance criteria.

Skill	Description
Reading	Interpret, analyse and extract information from a range sources such as professional literature, legal documents, policies and procedures
Numeracy	- Assess financial strategies and prepare budgets - Calculate financial returns - Set yield targets and objectives and estimate timelines
Get the work done	Problem solve issues as they arise

Unit Mapping Information

Code and title current version	Code and title previous version	Comments	Equivalence status
AHCAGB520 Plan production for the whole business	AHCAGB504 Plan production for the whole business	Performance criteria clarified Element removed Foundation skills added Assessment requirements updated	Equivalent unit

Links

Companion Volumes, including Implementation Guides, are available at VETNet: -
<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=c6399549-9c62-4a5e-bf1a-524b2322cf72>

Assessment Requirements for AHCAGB520 Plan production for the whole business

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Performance Evidence

An individual demonstrating competency must satisfy all of the elements and performance criteria in this unit. There must be evidence that the individual has planned production for one whole land-based business, including:

- reviewed strategic plans and production goals
- prepared enterprise budgets and calculated financial returns of the business
- developed financial management and marketing plans for the business
- reviewed the natural resource base of the enterprise and incorporated sustainable land management practices
- incorporated the enterprise principles and goals into land use planning
- assessed the skills and expertise of the work team and planned training to cover identified gaps.

Knowledge Evidence

An individual must be able to demonstrate the knowledge required to perform the tasks outlined in the elements and performance criteria of this unit. This includes knowledge of:

- marketplace in which the organisation operates
- land use planning principles, including sustainable land use principles and practices
- soil nutrient cycling potential and limitations
- chemical and biological methods used for pest control
- property planning, financial management and enterprise budgeting systems and procedures
- current legislation, regulations and codes of practice that impact on rural production businesses
- monitoring strategies for financial, production, land use, and human resource development plans
- methods for assessing staff skills and expertise
- reasons for and methods of succession planning
- value of, and methods used to assess and manage risks in agribusiness.

Assessment Conditions

Assessment of skills must take place under the following conditions:

- physical conditions:
 - skills must be demonstrated in a workplace setting or an environment that accurately represents workplace conditions
- resources, equipment and materials:
 - past production and land usage records
 - business activity records
- specifications:
 - legislation, regulations and codes of practice relevant to land-based production.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

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