



Strategic Plan 2024

Purpose:

This Strategic Plan provides the strategic directions of Hay Incorporated (Hay Inc) for 2024-2029. It provides a framework to support the executive's sound decision making, enabling on ground action to measure performance & develop consistent budgets & workplans. It builds on previous planning & conveys Hay Inc's vision to 2029 as well as reflecting our group progress & evolution over the last 10 years since its inception in 2014.

Where we work:

Hay Incorporated is based in Hay in south western NSW. Whilst most of the Committee members reside within a 100km radius of Hay it also has a committee member in South Australia & another in Molong NSW.



The Hay Inc Rural Education Program draws participants from right across Australia with the main core from Southern & Western NSW.

Agriculture is the major economic driver in our region, dominated by livestock & wool production along with both irrigated & dryland cropping.

Summary of Strengths:

Hay Inc boasts several strengths across the various facets of its operation – The Hay Inc Rural Education Program.

Firstly, its people constitute a formidable asset, with dedicated trainers, volunteers & committee whose passion drives the organisation forward. The training program itself is highly regarded, characterised by its quality, practical nature, & industry recognition of graduates.

The program's success is further bolstered by experienced trainers who deliver enthusiastic & hands-on training experiences. Graduates have the potential to benefit from a strong alumni network comprised of quality individuals, offering opportunities for networking & mentorship.

Moreover, the community & stakeholder support for Hay Inc is robust, with the Hay district providing an ideal backdrop for the organisation's activities. The leadership within the committee is also notable for its strength & cohesion, ensuring the program remains autonomous, flexible & practical. Additionally, Hay Inc has benefited from many funding opportunities, further enhancing its capacity to achieve its objectives to date.

Our Legacy:

There is a strong history in the Hay area of the community coming together to discuss & address local issues effecting the productivity & sustainability of the rural community.

Hay Inc. is a not-for-profit community lead volunteer organisation that was formed to address diminishing availability of skilled labour which is needed for primary production industries located in & around Hay . This along with the inaccessibility of training and employment opportunities for retention of youth in our community formed the impetus to start Hay Inc.

The training program comprises three blocks over a 15-day period in February, March, and June each year. Practical sessions are conducted on rural properties across the Hay district. Participants undergo training in various skills essential to on-farm operations, including workplace health and safety, rural first aid, sheep handling, quad or 2-wheel motorbike operation, farm butchery, working dog training, shearing techniques, fence construction and maintenance, motorbike repair, stock water system maintenance, tractor operation, pasture management, lamb post-mortems, sheep and cattle pregnancy scanning, cattle handling, lamb marking, live lamb assessment, merino sheep classification, and the youth judging competition, culminating in the presentation of graduation certificates, at the Hay Sheep Show.

Qualified trainers and volunteers with extensive experience in primary production deliver the training and assessment. The program fosters networking and mentoring relationships among district landholders, employers, and the young adult participants.

Upon graduation, students become members of the Hay Inc Alumni, gaining access to additional opportunities, scholarships, and networking events.

The Hay Inc Rural Education Program unites young adults to develop hands-on skills and facilitate intergenerational learning in a safe, inclusive, and practical setting. Additionally, Hay Inc promotes professional promotional initiatives to inspire more young people to pursue careers in agriculture.

Vision

Our vision is to deliver a pathway into agriculture which is both practical & relevant.

Fostering development that inspires & empowers individuals for their future.

Mission

At Hay Inc, our mission is to introduce & empower young adults to pursue careers in agriculture by offering hands on practical training programs, mentorship opportunities & industry connections that prepare graduates for success in their vocation.

Values

Our values are grounded in knowledge, integrity, and a commitment to our people & agricultural industry.

We aim to maintain our reputation to create a community focused agricultural training program that fosters practicals hands on rural skills.

Key Strategies:

1. Improve Financial Sustainability

- Explore collaborative funding opportunities with other organisations.
- Tap into community & industry funds and philanthropic organisations.
- Seek local sponsorship from producers and industry networks.
- Apply for available Government grants and funding.

2. Develop a Hay Inc Prospectus to Attract Funders & Sponsors

- Showcase Hay Inc's success & the benefits of alignment to potential sponsors.
- Compile data from the Alumni network to demonstrate impact & outcomes.
- Create sponsorship packages with various levels of support options & promotion.

3. Executive Governance

- Review governance & committee structure where relevant to Hay Inc, to streamline & enable succession going forward involving existing & new volunteers.
- Implement shadowing programs for committee members to learn & assist with succession planning, possibly including the Alumni.
- Explore relevant status for accepting funds (philanthropic).

4. Develop-& Maintain an Alumni

- Survey current Alumni - for interest to assist and help develop Alumni Network.
- Explore Scholarship opportunities for further advancement for the Alumni in the Future.
- Value the Alumni as future Hay Inc supporters.



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