



# final report

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## Training managers' network: advocacy, technical expertise and innovation uptake 2006-7

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# 1 Background

The meat industry has now developed a comprehensive career pathway for employees supported by a training structure that covers new workers to plant managers. The industry is able to access a wide range of funding sources to help finance this training including:

- traineeships
- apprenticeships
- recurrent funding
- strategic priority funding
- state government tendered training funding.

Again this year the project focused on the ongoing development of the state networks model with emphasis on:

- their advocacy role in developing, substantiating and promoting industry's submissions for VET funding for the meat industry
- the professional development of trainers and assessors in the industry with added emphasis on ensuring technical currency and exposure to MLA's R&D outcomes
- promoting the incorporation of MLA R&D outcomes and publications into training materials to ensure the currency of those used throughout the country
- increased integration of training between industry, RTO and regulatory officers.

The professional development workshops have been held for industry training personnel which:

- address the requirements of the new Animal Welfare Standards
- highlight recent MLA projects and show how the outcomes can be incorporated into contemporary industry training (e.g. Refrigeration Index)
- help develop industry strategies to satisfy auditor and reviewer demands for training, assessment and currency information
- provide a forum for developing whole of industry training strategies and an opportunity for face to face dialogue with state training authority and meat industry regulatory personnel.

Secondly, professional development opportunities for specialist trainers (e.g. QA officers, HR and OH&S managers, production managers, livestock handlers etc.) have been made available to:

- expand their technical skills and knowledge through workshops and courses
- promote the evaluation and implementation of MLA and other research and development projects
- demonstrate how to incorporate MLA publications into on plant training for employees.

The project also utilises the training and professional opportunities created by the QA state networks for the processing sector with MLA/AMPC funding. Operating in tandem with the QA Networks the industry will maximise the uptake rate of MLA research and development outcomes.

The training and development departments of processing plants have already proven ideal channels to promote processing and operational innovation to the industry. In many ways these personnel are the champions of change and innovation because of their commitment to:

- the customisation and currency of their training materials
- the professional development of company staff.

## 1.1 Progress

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The project had the following milestones:

Activities	Progress made
Advocacy on behalf of the industry with the individual State Training Authorities.	Ongoing
MLA to identify the priority research area requiring innovation uptake	Completed
Set dates for first round of Training Managers Network meetings (See below)	Completed
Set dates for second round of Training Managers Network meetings (See below)	Completed
Deliver first half of professional development training for meat industry trainers and assessors	Completed
Conduct second round of Training Managers Network meetings and deliver second half of professional development training calendar for meat industry trainers and assessors	Completed

## 1.2 Activities and achievements

### 1.2.1 Network Meetings (first and second round)

The following network meetings were held nation wide.

<b>Training Managers' network meetings</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
NSW	Dubbo	Cattleman's Country Motor Inn	5 October 2006
SA	Adelaide	Rydges Adelaide South Park	19 October 2006
QLD	Brisbane	Quality Hotel Airport International	31 October 2006
VIC	Melbourne	University Melbourne Private	9 November 2006
WA	Perth	Comfort Inn Bel Eyre Motel	16 November 2006
NSW	Wagga Wagga	Country Comfort Wagga Wagga	28 February 2007
NSW	Tamworth	Best Western Sanctuary Inn	7 March 2007
SA	Adelaide	Best Western Adelaide Riviera	15 March 2007
QLD	Brisbane	Quality Hotel Airport International	5 April 2007
VIC	Melbourne	University Melbourne Private	12 April 2007
WA	Perth	Comfort Inn Bel Eyre Motel	2 May 2007

The Agendas and minutes for the meetings form Attachment One to this report.

### 1.2.2 Professional Development

The following professional development activities were conducted by the State networks for a wide range of industry personnel including trainers, assessors and training managers.

<b>Offal workshops</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
SA	Adelaide	Rydges Adelaide South Park	13 April 2007
VIC	Melbourne	University of Melbourne Private	17 April 2007
QLD	Brisbane	Comfort Inn and Suites Northgate Motel	18 April 2007
WA	Perth	Comfort Inn Bel Eyre Motel	9 May 2007
NSW	Dubbo	Cattleman's Country Motor Inn	11 May 2007
<b>Internal auditing</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
QLD	Brisbane	Quality Hotel Airport International	30 Nov & 1 Dec 2006
NSW	Albury	Country Comfort Albury	1 & 2 Feb 2007
WA	Perth	Comfort Inn Bel Eyre Motel	20 & 21 Feb 2007
SA	Adelaide	Rydges Adelaide South Park	20 & 21 March 2007
NSW	Tamworth	Best Western Sanctuary Inn	10 & 11 May 2007
<b>Refrigeration Index</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
NSW	Wagga Wagga	Country Comfort Wagga Wagga	29 & 30 August 2006

<b>Animal welfare standards</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
NSW	Dubbo	Fletcher International Exports	20 & 21 Jan 2007
QLD	Brisbane	Australian Country Choice	6 & 7 March 2007
VIC	Colac	Colac Mid-City Motor Inn & CRF (Colac Otway) Pty Ltd	26 & 27 March 2007
WA	Bunbury	Dardanup Butchering Company	26 & 27 April 2007
NSW	Tamworth	Best Western Sanctuary Inn, Cargill Beef Australia, & Peel Valley Exporters	7 & 8 May 2007
<b>Meat Hygiene Assessment (MHA)</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
VIC	Melbourne	University of Melbourne Private	26 & 27 February 2007
NSW	Wagga Wagga	Country Comfort Wagga Wagga	16 & 17 April 2007
NSW	Tamworth	Best Western Sanctuary Inn	7 & 8 May 2007
<b>Management and continual improvement of HACCP based QA systems</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
SA	Adelaide	Rydges Adelaide South Park	26 March 2007
VIC	Melbourne	University of Melbourne Private	11 April 2007
WA	Harvey	Harvey Beef	23 April 2007
<b>Quality Assurance for supervisors</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
NSW	Albury	Country Comfort Albury	2 & 3 April 2007
NSW	Tamworth	Best Western Sanctuary Inn	24 & 25 May 2007
<b>Electrical stunning of small stock</b>			
<b>State</b>	<b>Location</b>	<b>Venue</b>	<b>Date</b>
NSW	Dubbo	Cattleman's Country Motor Inn	14 March 2007
VIC	Geelong	Sundowner Motor Inn	9 March 2007
SA	Adelaide	Best Western Adelaide Riviera	20 March 2007

### **Meetings with State Training Authorities**

Meetings between representatives of the Meat Industry Training Managers Network and the State Training Authorities have been held in some states to advance the meat industry's strategic training agenda and the allocation of funding to the industry.

## **1.3 Technological transfer for appropriate R&D projects**

MINTRAC has participated in extension work associated with the following MLA Research and Development Projects.

### **Food safety**

MINTRAC has again facilitated a national workshop for meat industry regulatory authorities, State Training Authorities and all the Registered Training Organisations associated with the delivery of meat inspection and QA training throughout Australia. At the workshop MLA discussed current

food safety issues and how training providers and meat inspection and QA practitioners may access MLA products. FSA representatives also spoke at QA manager workshops on microbiology and food safety issues. These meetings are open to training managers and trainers.

MINTRAC has continued to work closely with Ian Jenson in the development of QA and food safety professional development programs for processing sector staff. This project is being given a high profile by AQIS as it addresses concerns raised in recent international reviews of the processing sector.

### **Environment**

MINTRAC has this year lobbied for funding from the Queensland Government Agencies for the delivery of Diploma level environmental training for meat processing industry personnel. These training programs incorporate the use of the MLA research papers and publications from past and present R&D projects.

### **Stunning**

MINTRAC has worked to provide ongoing support to MLA researchers wanting to address animal welfare and stunning issues principally with small stock stunning. This has been accomplished by arranging funding and delivery of short workshops.

### **Quality Assurance Manager Network Groups**

In all the mainland states, MINTRAC has convened QA Manager network meetings and ensured that QA Managers are kept abreast of all the major training initiatives that are happening and to ensure that they have access all the relevant training materials developed under this project.

### **Management, Leadership and Organisational Competence**

The Network has been invaluable in promoting the R&D projects in these areas and in particular ensuring that the projects have involved a good cross section of the industry. The Network meetings provide the ideal location to promote the various projects with the enterprises. We are now have real ongoing relationships between the industry and a whole range of tertiary institutions which involve both short and longer term research projects and the development of industry staff

## **2 Attachment 1: Agendas and Minutes (confidential)**