



final report

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MINTRAC scholarship program

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1 Milestone requirements

This final report includes:

- status of all scholarships reported to include completed in financial year, withdrawn, continuing from the previous financial year, and new
- dissemination of outcomes of research to date
- collation of reports and dissemination to plants of skills scholarship outcomes from completed scholarships
- presentations from scholarship holders at MINTRAC National Conference
- annual evaluation of scholarship program
- Report to MLA.

1.1 Status of all scholarships

In the 2006/7 period, MINTRAC allocated 14 new scholarships. The breakdown of these scholarships is as follows:

Postgraduate scholarships	3
Honours	1
Masters	0
PhD	
Employee Upskilling	8
Undergraduates	2
Overseas research grant	0

Fourteen students across all categories have completed their qualifications, and a number of additional students are expected to complete in June/July 2007.

This year we have had just four students withdraw from the scholarship program, due to personal reasons. Three were in the Upskilling category and one in Undergraduates.
The status of all students follows:

2 Status of scholarships including new, completed and continuing

Postgraduate – new 2006-2007

Name	Program	Project title	Completion date
██████████	Honours	Does red meat help young males recovery after strength exercise?	30/11/2007
██████████	Honours	Does red meat after exercise activate muscle synthesis in older women?	30/11/2007
██████████	Honours	Maximising lamb feedlot performance and improving carcass sensory attributes by dietary means.	30/12/2007
██████████	Masters	Automated meat cutting using abrasive water jets	30/04/2009

Postgraduate – completed

Name	Program	Project title	Completion date
██████████	Honours	Customising lamb meat flavour and quality	Completed, waiting on final reports
██████████	Honours	The impact of strength training and red meat on muscle free-radical defence enzymes.	Completed
Sweet, Tim	PhD	High frequency ultrasound in meat quality analysis	Completed, waiting on final reports
██████████	PhD	The role of habitat structure and competition in the ecology of <i>Listeria</i> species in food related and other environments.	Completed
Kurup, Rajendra	PhD	Development of a sub-surface flow constructed wetlands system for tertiary level wastewater treatment in the meat processing industry.	Completed
██████████	Honours	Proteomic signatures of stress resistant <i>Listeria monocytogenes</i> to identify strains of greater resistance and determine whether stress resistance is associated with increased strain virulence.	Completed, waiting on report/ précis and thesis.
Jessica Mathers	PhD	Investigation into the effects of dietary meat consumption , in conjunction with resistance training on muscular growth and strength in elderly population.	Completed, waiting on final report, précis and thesis.

Postgraduate - continuing

Name	Program	Project title	Completion date
██████████	PhD	Development of a generic polymerase chain reaction (PCR) test for detection on carcasses of microbial genes associated with human health and trade risks.	Requested extension and is now due to complete by end of 2007
██████████	PhD	Investigation of Physiological Mechanisms of Micro organisms associated with Fresh Foods	Was due to complete in December 2004. No further funding commitments.
██████████	PhD	Effects of Omega-3 Fatty acid deficiency on rat intestinal Structure and microbiology.	Due to complete in January 2008.
██████████	PhD	Development and characterisation of genetic mutations in L. monocytogenes.	Expected to complete in February 2007, no further funding commitments.
██████████	PhD	The effect of a low carbohydrate high protein meat based diet on incidence and severity of acne vulgaris	Due to complete in September 2007.
██████████	PhD	Disability prevention and effective disability management in the Australian Red Meat Industry	Due to complete December 2008.

Small Projects – completed

Name	Program	Project title	Completion date
██████████	Honours	Identifying factors that cause the rapid rate of pH decline in heavy carcasses from animals in long feeding programs.	Completed 27/10/2006

Upskilling - New

Name	Company	Qualification	Completion date
██████████	CRF Colac	Graduate Certificate of Business Administration	30/11/2008
██████████	HW Greenham	Master Human Resource Management	30/12/2008
██████████	G & K O'Connor	Master of Agribusiness	31/12/2009
██████████	CRF Colac	Graduate certificate in Ergonomics	30/06/2009
██████████	CRF Colac	Bachelor of Applied Science (food Science)	31/12/2012
██████████	Teys Bros Beenleigh	Masters in HR management	30/06/2009
██████████	G & K O'Connor	Master of Agriculture	31/12/2011
██████████	International Exporters	Diploma Maintenance management	30/06/2008

Upskilling – completed

Name	Company	Qualification	Completion date
██████████	Teys Bros Beenleigh	Masters in HR Management	30/03/2007
██████████	Australia Meat Holdings	Diploma of Business Frontline Management	30/3/2007
██████████	AMH – Rockhampton	Diploma of Business (Frontline Management)	Waiting on final report
██████████	Fletchers, NSW	Graduate Certificate in Marketing	Waiting on final reports. Reminder has been sent.
██████████	Bindaree Beef	Cert IV Human resource management	30/04/2007

Upskilling - continuing

Name	Company	Qualification	Completion date
██████████	Cargills, NSW	Masters of Business Administration	Expected to complete in December 2009
██████████	Fletchers, NSW	Graduate Certificate in Agribusiness	Due to complete in December 2007.
██████████	Fletchers, NSW	Bachelor of Business (Accounting)	Has deferred two semesters. Due to compete in 2012
██████████	Peel Valley	Diploma in OH&S	Due to complete by August 2008
██████████	John Dee	Bachelor of Science/Bachelor of OH&S	Due to complete 30/11/2012
██████████	Peel Valley Exporters	Diploma in Occupational Health and Safety	Due to complete in June 2008.

Undergraduate – New 2006-2007

Name	Company	Qualification	Completion date
██████████	Monbeef	Bachelor of nursing	30/12/2009
██████████	CRF	Bachelor of Biological Sciences	30/06/2008

Undergraduate – completed 2006-2007

Name	Company	Qualification	Completion date
██████████	Rockdale Beef	Bachelor of Science Agriculture	30/01/2007

Undergraduate – continuing

Name	Company	Qualification	Completion date
██████████	Primo NSW	Bachelor of veterinary science	Due to complete December 2009.
██████████	Burrangong MP	Bachelor of Science (Resource & Environmental Mgt)	Due to complete in November 2008

Families – completed

Name	Company	Qualification	Completion date
██████████	Rocky Creek Abattoir	Bachelor of Applied Science	31/12/2006
██████████	Monbeef	Bachelor of Arts, Communications studies	31/12/2006
██████████	G & K O'Connor	Bachelor of Business/Commerce and communication	31/12/2006

Families – continuing (no new applications are allocated to this category)

Name	Company	Qualification	Completion date
██████████	Greens	Bachelor of Exercise and Health Science (Rehabilitation)	Due to complete in November 2007
██████████	Fletchers, WA	First completed Advanced Diploma Accounting, now working towards Bachelor of Commerce (Marketing) at UWA	Due to complete June 2007.
██████████	Fletchers, NSW	Bachelor of Veterinary Science	Was due to complete in December 2006. Has taken on a research year with scholarship extended to cover expenses. Now due to complete in December 2007.
██████████	AMH	Bachelor of Engineering	Due to complete in June 2007.
██████████	Fletchers, NSW	Changed degrees to Bachelor of Environmental Science	Due to complete in July 2008.
██████████	Bindaree	Bachelor of science	Due to complete in December 2007.
██████████	Greens	Bachelor of Commerce – Agriculture	Due to complete in December 2008.
██████████	Fletchers, NSW	Bachelor of Business converted to double degree bachelor of business economics	Due to complete in November 2011.
██████████	Hardwicks	Bachelor of Occupational Therapy	Due to complete in December 2008.

3 Reported dissemination of outcomes of research

Reports on outcomes of research were received from:

- Rajendra Kurup - PhD - Development of a sub-surface flow constructed wetlands system for tertiary level wastewater treatment in the meat processing industry
- Leanna Kok – Honours - Customising lamb meat flavour and quality
- Charlotte Miller – Honours - The impact of strength training and red meat on muscle free-radical defence enzymes.

4 Collation of reports and dissemination to plants of skills scholarships from completed scholarships

These reports from scholarships were disseminated to industry in the form of an outcomes brochure, over the last 12 months. They were from:

- Greg Cross – Upskilling
- David Matthews - Upskilling
- Angela Flett – Upskilling
- Scott Lye – Upskilling
- Christian Schuster – Upskilling
- Amanda McLaughlin – Upskilling
- Chad Posselt - Families
- Bernadette Dorahy – Families
- Lisa Sierakowski – Families
- Lana Fennelly – Small project grant
- Julie Cassar – Small project grant

All these reports are attached.

A number of additional reports are still to be received and disseminated, including:

- Stephen Spring – Upskilling
- Anthony Hall – Upskilling

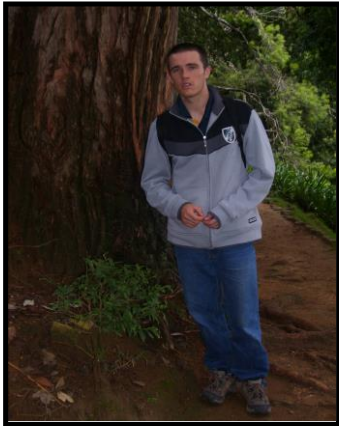
5 Presentations from scholarship holders at MINTRAC National Conference

At the 2007 MINTRAC conference held in Adelaide in March this year, five scholarship holders gave very good presentations. The number of delegates attending the presentations was disappointing. To alleviate this happening at the MINTRAC Conference in 2008, the scholarship holders will be presenting in a plenary session when all delegates will be present.

The presenters were:

Bede Richardson – Undergraduate student
Craig Spradbrow – Upskilling
Jonathon Potter – Upskilling
Cheryl Lees – Upskilling
Sophie Weckert - Honours

Mintrac Scholarships: Investing In the Future of the Meat Industry



Profile

Name: Bede Francis Richardson

University: Australian national University

Degree: Bachelor of Resource and Environmental Management

Progression: 2nd year

CRAIG SPRADBROW

- Bachelor of Business and Economics
- University Of Newcastle



A large green abstract shape on the left side of the slide, featuring a white semi-circular cutout on its right side.

MINTRAC Scholarship Program Employee Upskilling Scholarship

Cheryl Lees
“Moving Up The
Academic Ladder”

A dark blue horizontal bar with rounded ends, positioned below the text.A large blue and purple abstract shape on the left side of the slide, featuring a white semi-circular cutout on its right side.

MINTRAC Scholarships

By Jonathan Potter

‘Pleasing the International Palate’

Improving lamb feedlot performance and sensory attributes by dietary means



Sophie Weckert

Supervisor: Zibby Kruk
Co- Supervisor: Prof. Phil Hynd & Prof. Cindy Bottema

A complete copy of the presentations are available on the CD enclosed.

Four of the MINTRAC PhD scholarship holders gave presentations at the two day MLA Postgraduate workshop held in May. All presentations were very well received with a special mention given to the MINTRAC scholarship research students.

The MINTRAC workshop for students was held on 15 June at Coogee Bay Hotel.

The workshop attendance was disappointing but the feedback from the students who did attend was extremely encouraging.

The facilitator, Jan Manners Learning Skills Advisor from Charles Sturt University was a very professional presenter and easy to listen to. An evaluation of the workshop follows.

Scholarship study skills workshop

1 = Strongly disagree, 2 = Disagree, 3 = Neither agree nor disagree, 4 = Agree, 5 = Strongly agree

The workshop met my expectations

1	2	3	4	5
0	0	0	1	2
0.00%	0.00%	0.00%	33.33%	66.67%

3

* Very informative and helpful, higher numbers would have helped interaction.

The trainer's presentation style was helpful

1	2	3	4	5
0	0	0	1	2
0.00%	0.00%	0.00%	33.33%	66.67%

3

* Good, interactive and engaging.

The trainer was knowledgeable about the topics

1	2	3	4	5
0	0	0	0	3
0.00%	0.00%	0.00%	0.00%	100.00%

3

The content of the workshop was relevant to me

1	2	3	4	5
0	0	0	1	2
0.00%	0.00%	0.00%	33.33%	66.67%

3

* Will help with future studies, interesting to hear a lecturers thoughts on experience etc.

The training facilities were suitable

1	2	3	4	5
0	0	0	0	3
0.00%	0.00%	0.00%	0.00%	100.00%

3

* Good.

* Excellent.

The accommodation was suitable

1	2	3	4	5
0	0	0	1	2
0.00%	0.00%	0.00%	33.33%	66.67%

3

* Excellent.

* Room was cold (temperature).

The training facilities were suitable

1	2	3	4	5
0	0	0	0	3
0.00%	0.00%	0.00%	0.00%	100.00%

3

* Good.

* Excellent.

The accommodation was suitable

1	2	3	4	5
0	0	0	1	2
0.00%	0.00%	0.00%	33.33%	66.67%

3

* Excellent.

* Room was cold (temperature).

What aspect of the workshop did you find the most useful?

* Listening to everyone's opinions and experiences in regards to academic skills. Oral info also very good area that I need to improve.

* Essay writing techniques.

* All sections should be very useful.

What would you like to change about the workshop?

* I would like to have access to contacts and info in the field of resource management in the meat industry. Guest speakers and email contacts would be great to see at the workshop for me personally. However those who have been in the industry and may not be new news.

* Higher number of attendees.

* Nothing except for the weather.

What topics would you like to see covered in any future workshops?

* ANU has an academic skills lecturer for most units. Thus some of the content in the workshop had previously been covered. For me personally, it would be good to learn more about the industry and its developments.

Would you recommend to other scholarship students to attend the workshop?

* I would recommend scholarship students who have been out of study to attend the workshop to refresh their understanding of academic skills. Also the

6 Annual evaluation of scholarship program

6.1 AMPC Company results

Number of responses	27
Number of companies that stated they don't want to respond	17
Total	44

1. Has your company supported or been involved in MINTRAC scholarships in the past?

YES	12
NO	15

***** Please note, these figures aren't actually representative of reality. There are some companies who believe they have not had any scholarships that have had at least one. There are some companies who think they have had more than they have. *****

2. Which categories?

Category	Number of companies with scholarships	Number of scholarships
Postgraduate research	1	1
Upskilling	10	31
Undergraduate	8	14
Small research projects	1	1

3. Which categories of MINTRAC scholarships do you think are of benefit to your plant?

Scholarship category	Great benefit	Some benefit	Little benefit	No benefit
Postgraduate research	4	3	10	5
Upskilling	13	6	0	2
Undergraduate	1	11	5	3
Small research projects	5	9	5	3

4. Which categories of MINTRAC scholarships do you think are of benefit to the industry?

Scholarship	Great benefit	Some benefit	Little benefit	No benefit
Postgraduate research	8	9	4	1
Upskilling	18	5	1	0
Undergraduate	7	11	4	0
Small research projects	9	9	2	2

Upskilling scholarships**5. Who should be eligible for an upskilling scholarship? (tick as many as apply)**

All employees of AMPC member companies	11						
Employees who have been in the company for a minimum of _____ years (insert # of yrs)	20	5 yrs	3 yrs	2 yrs	1 yr	Not specified	
		2	6	7	4	1	
Employees who have been in the industry for a minimum of _____ years (insert # of yrs)	15	5 yrs	3yrs	2 yrs	1 yr	Not specified	
		5	3	5	2	1	
Senior managers	16						
Middle managers	20						
Employees who have been identified by the company in succession plans	11						
Employees studying for diplomas or advanced diplomas (VET study)	14						
Employees studying at university for undergraduate qualifications	11						
Employees studying at university for postgraduate qualifications.	12						

6. Please indicate your preferences for scholarship funding arrangements by numbering the following items from 1 – 4 (1 being first preference, 4 being last)

Preferences	1	2	3	4
MINTRAC pays 50% of course fees for ten students per year (the company/student pays 50%)	8	4	4	8
MINTRAC pays 70% of course fees for seven students per year (the company/student pays 30%)	2	9	9	1

MINTRAC pays full course fees for five students per year	10	1	6	5
MINTRAC pays up to \$3000 per year for course fees	6	7	2	7
Students studying for qualifications that are more expensive than this find alternative arrangements for the remaining costs. MINTRAC can provide eleven scholarships per year under this arrangement.				

Undergraduate scholarships

7. Why would/does your company sponsor undergraduate students for the MINTRAC Undergraduate scholarship program?

See the benefit that they can potentially come back to the plant and give input into production.
Present undergrads with employment areas within meat industry
To gain skills for processing, HR, engineering, marketing R&D
Engineering and plant maintenance, commerce and IT
The knowledge gained by the student could be passed on to other employees creating a ripple effect benefiting the entire company.
To attract and retain the higher skill level the meat industry currently has sourcing within Australia.
Hopefully it would attract more people to our industry
To upskill management
The undergraduate scholarship holder that we have has been in our system for a while. There have been no real efforts by [REDACTED] to use this program.
Wouldn't due to size of operation
As part of study assistance for high potential/performance employees
In order to resolve issues by using up to date research from independent sources.
They have not yet. If the right applicant applied, they would
To further the education of possible future beef industry workers
To assist students obtain a tertiary education
For the benefit of the industry overall and our organisation, it is very difficult to find suitably qualified people who understand the industry
The cost would not be recoverable if the risk is run of the student being poached by another company upon gaining his graduation. Not really interested
To benefit our organisation and provide opportunity for young people
As part of long term succession planning
N/A = 5
Didn't answer = 2

8. Why wouldn't your company sponsor undergraduate students for the MINTRAC Undergraduate scholarship program?

Where skills/knowledge would be duplicated
Management time
We see little benefit to the plant itself
Not all undergrad studies are relevant to the meat industry
As there is only a finite amount of funding, the decision must be made where it is best for this to be allocated. Undergraduate students have access to HECS fees, and are allowed to defer payment with minimal interest. The funding should be placed towards people who are trying to better their skills in postgrad qualifications, who have shown a commitment to the industry.
Only a small plant. No real benefit
If there is little or no return to company on such an investment
We are too small
You need to concentrate on trade skilling people not just educating a select few.
If it interrupted normal production – i.e. too time consuming/took up too many resources
N/A = 4
Didn't answer = 12

9. How do you find students for the MINTRAC Undergraduate program? (tick as many as apply)

The students approach the company for sponsorship, then we interview them	4
We advertise MINTRAC scholarships to students at career days and with local schools	2
We encourage employees' families to apply for scholarships	9
We encourage young employees who are planning to leave the company to attend university to apply	6
We would consider applications put forward to us by MINTRAC	13
We do not support the MINTRAC Undergraduate program.	5
N/A	2

Comments

Previous successful applicants have been employees or employee family members.
Appears to be limited interest in undergraduate scholarships for our employees – which makes me wonder if MINTRAC should be offering programs that are more mainstream.
We network with MINTRAC and people from our organisation
Could be part of the 'adopt a school' program

10. Undergraduate scholarship holders are required to work with their sponsor company for a minimum of six weeks per annum for the duration of their scholarship. How do you think students should be employed? (tick only one preference)

Students should work in a department relevant to their qualification	5
Students should be employed in any manner the company sees fit	11
Companies should create a career development plan for the student to identify how they will progress through the company during their years of study.	11

Comments

It is difficult to find (in small coys) ONLY work relevant to their quals
students need to understand the industry, this is gained from being employed as the company decides.
not answered
A broad base of exposure to various function units is preferred
It is important that a plan is in place to maximise the student contribution.

11. Do you believe that companies should agree to provide full time employment to scholarship students on completion of their course?

YES	9
NO	14
Not sure	1
Didn't answer	3

Comments:

Companies should look to offer full time employment which we have with our scholarship holders, but unfortunately it is up to the student if they decide to stay in the MP business.
The need is ongoing and positions are open to all.
We do not believe it should be automatic, however if the person displayed good reasons during the scholarship we would of course offer full time employment.
only if positions are available in the sector the student is qualified
only if the company wants to i.e. not mandatory
I believe that there also needs to be some commitment from the student to remain in the meat industry.
Not necessary
Don't know on this one - may need to be considered on a case by case situation
Students should agree to set a time of employment so the company gets some return on their sponsorship.
Yes if the student will give the same irrevocable guarantee. Cannot be one way only.
Students need to re-apply.

Should be based on performance

12. Currently students in the MINTRAC Undergraduate scholarship program are required to participate in the MLA Undergraduate program in the end of year university break preceding their final year of studies. They are required to carry out a 12 week workplace project in their sponsor company in an area related to their studies. Do you believe there would be a benefit to your company from this program?

YES	18
NO	7
Did not answer	2

Comment

Depending on what the student has studied and what projects the plant is looking at.
Direction supervised by third party with experience in area of studies.
Where a solid and verifiable project.
Again this would depend on the project. We would certainly look at it if it was beneficial to the business.
Another three years.
AMH supports the Undergraduate program by MLA, however we do not support the MINTRAC Undergraduate scholarship program.
Content of project needs to be relevant to company operations and agreed.
Possibly if it is practical and cost effective.
Many savings have been seen from this process.

Alternative scholarship programs

13. We are considering replacing the small project grant in the future with a travel grant for an international research project. One meat industry employee per year would be awarded \$5000 (to be matched by their employer) to travel overseas to research meat industry processes/technology used internationally.

Please indicate one preference for the following programs with a tick

The international research grant would be more beneficial to my plant and the industry	8
The small project grant would be more beneficial to my plant and the industry	12
Neither program should be considered and the funds should be redistributed to the other scholarship categories.	7

Additional comments on the MINTRAC Scholarship program

<p>██████ believes that more smaller projects to be better use of money and resources (gets spread between plants more). Need to look at as an industry at giving more to postgrads or incentives for people graduating to return to the industry.</p>
<p>Needs to be clearer explanation on eligibility for grants. I understand that a panel makes this decision - who is this panel? What is their expertise? How is impartiality of the panel determined? How is "employee or family member" determined? Where doubt exists as to eligibility the company sponsor should be contacted early for their view and this should be considered by the panel.</p>
<p>Only if research is made public - (relating to the small projects grant)</p>
<p>International research will be benefit in terms of keeping pace with international trends - competitiveness. As an exporter, operating in world wide markets such a scholarship will benefit.</p>
<p>Do not wish to take part in questionnaire.</p>
<p>Due to the employees at this site being employees on a contractual arrangement this is of no interest.</p>
<p>We are a very small company. It is not cost effective for us.</p>
<p>The Government and MINTRAC need to get behind providing business with funds to employ apprentices to get number of skilled workers back up. To be realistic the amount funded should be 75% of adult wage for trainees as it is not cost effective for business to pay adult wage for trainees and trainee wages will not get you the right type of committed trainees. Get better wage on the dole.</p>
<p>The upskilling and undergraduate program have been a huge benefit to our organisation. Any incentives to encourage young people into the industry will be beneficial in the long term.</p>

7 Marketing of the scholarship program to industry

The following pages contain articles that have been disseminated to industry and the greater public via the MINTRACer newsletter, industry journals and local newspapers.

Newspaper articles

vn and Country rlyheraldechuca.net

Fulfilling dream

By Stephanie Ryan

Working all day to come home and study is not most people's idea of a good time.

For Greenhams employee Cheryl Lees it may be "exhausting", but it is also a way of fulfilling a long-time dream.

Awarded a scholarship from the National Meat Industry Training Advisory Council to study her masters in human resource management, Cheryl said previously closed doors had been opened to her.

"I didn't have the opportunity as a young person to go to university," she said.

The qualification, an addition to the business diploma and graduate certificate in human resource management she has obtained through previous scholarships, would give her more confidence in performing her duties at Greenhams, she said.

"These skill can go with me wherever I go, but my aim is to use them here at



Award: Greenhams employee Cheryl Lees has been awarded a scholarship from the National Meat Industry Training Advisory Council.

Greenhams, to give them back what they gave me."

Cheryl first landed a job in the meat industry at the Kyabram abattoirs 22 years ago after she left her job as a seismic activity reader at the Volcano Observatory in Papua New Guinea, where she lived for 14 years.

Now the personnel officer at Greenhams, in an office where females are well represented, she has been with the company since it first opened in Tongala in 1993.

"I was the first female to be employed at Tongala. The office wasn't even built at that stage," she said.

With opportunities to undertake training and further education, a career in the meat industry had become much more than just being a meat worker, she said.

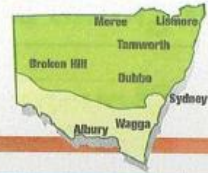
Greenhams' willingness to support and encourage its employees to develop their careers bred loyalty to the company, she said.

"The skills they're giving them can also be taken elsewhere. Now, it can be a career choice. It's a job people can be proud of."

THE LAND ■ Thursday, August 24, 2006 1



THE LAND Regional



Afraid of hard work?

Not these
four Dubbo
scholars



By PENNY
ZELL

HOLDING a full-time job at one of Australia's biggest meat processors while studying for a university degree is hard work for four long-term employees of Fletcher International Exports.

It involves putting aside three to four hours each night after work for study, completing assignments outside work hours and doing the occasional exam, but the dedicated students are adamant it is worthwhile.

The four employees have been given the opportunity to further their studies and work experience by winning upskilling scholarships provided by the National Meat Industry Training Advisory Council, or MINTRAC.

The scholarships allow employees to study for university qualifications relevant to the meat industry and aim to upskill industry employees by paying their full course fees, which generally vary from \$400 to \$3000 a semester.

Fletcher International Exports' financial controller, Kent Dickens, is one of the four employees completing a university degree on a MINTRAC scholarship.

Mr Dickens, whose career has progressed from being a labourer in the fellmongery and pickle shed to his current management position as financial controller of the largest sheep-meat processor in Australia, is part-way through a Bachelor of Business (accounting) degree at Charles Sturt University.

Fletcher's wool buyer, Phil Cranney, who also started at Fletcher International as a labourer, completed a Graduate Diploma of Agribusiness last year and is now working towards a Masters of Agribusiness through Melbourne University.

And wool top sales representative, Anthony Hall, is studying a Graduate Certificate in Marketing through CSU, as is Graham Lyons, who handles meat sales to the Middle East and Africa.



Fletcher raises the bar

KENT Dickens has come a long way since taking on a job as a labourer in the fellmongery at Fletcher International Exports 10 years ago.

Now the company's financial controller, his job has progressed from pelt handling, wool pressing and fleshing skins in the "felly" to managing daily accounts operations for the Fletcher group, being responsible for its monthly and quarterly BAS, and managing the weekly payroll at Dubbo.

But it hasn't been without considerable commitment on Mr Dickens' behalf.

Within several months of starting at Fletcher's after finishing secondary school in Coolah, Mr Dickens enrolled in, and completed, a computers course at TAFE outside of business hours.

He went onto to enrol in an Advanced Diploma in Information Technology at TAFE, studying full-time, while working the nightshift at Fletcher International.

During this time he also completed a certificate in pelt-house practices through

the Manawatu Polytechnic (the New Zealand equivalent of TAFE).

As a result of his TAFE studies, Mr Dickens was internally promoted in 1998 to a position in the Fletcher export office as an export documentation clerk for the wool tops.

Two years later, he started a certificate in office administration (majoring in accounting) at TAFE for two nights each week, while at work he began co-ordinating the company's wool futures activities, reporting to the sales manager and managing director.

This led to his promotion to a costings clerk in the main office in 2003, and his existing position as financial controller, which he took on in 2004.

Mr Dickens (above, with fellow Fletcher employees, Graham Lyons, Anthony Hall and Phil Cranney) is now studying a Bachelor of Business (Accounting) full time by distance education through CSU under a MINTRAC upskilling scholarship.

MINTRAC project officer, Jodie Hummerston, said Fletcher International had been a big supporter of MINTRAC and its programs, including the scholarship program, which had been running for four years.

The four Fletcher employees said being able to study courses pertinent to their existing careers had made their jobs a lot more rewarding.

"Studying a course that already relates to your job allows you to put what you are learning into practice more easily; and both the course and the job are more satisfying," Mr Hall said.

And while Mr Cranney admitted it was difficult trying to fit study into busy work and family lives, he said it was made easier by knowing his study placed no drain on his family's finances.

In addition to the four full-time employees, three university students who are working part-time with Fletcher International were also rewarded with undergraduate scholarships after finishing school.

Part-time environmental officer, Tim Wellington, is studying a Bachelor of Environmental Science at UNE; veterinary student, Cassandra Robinson, is in the fourth year of her degree at the University of Sydney; and Craig Spradbroow is studying for a double degree - Bachelor of Business and Economics - at the University of Newcastle.

The undergraduate scholarships, which are worth \$2500, are aimed at attracting young people who are studying a tertiary-level course with relevance to meat production into the industry.

This Week

- 2 Central West Salinity Mapping
- 3 Ag Show Preview

Making News

Gilgandra IGA blocked

MOVES are afoot to lift the heritage order recently placed on Gilgandra's Golden West Hotel so a \$4 million supermarket development can go ahead.

Nationals Member for Barwon, Ian Slack-Smith, who has urged NSW Minister for Planning, Frank Sartor, to lift the order, said many Gilgandra residents were concerned the town could lose the supermarket.

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■ Scholarship offer ... David Mathews from Teys Bros, Beenleigh.

Meaty rewards

A MEAT industry scholarship has helped David Matthews rise to the position of human resources general manager at Teys Bros, in charge of 2600 Queensland employees.

Beenleigh-based, Mr Matthews, 43, applied for a MINTRAC scholarship in 2003 to help pay his way through Charles Sturt University.

Having completed a Graduate Diploma in Human Resource Management, Mr Matthews credits his scholarship for his re-

cent job promotion.

He said scholarship applicants were selected on the relevance of the study and their length of time in the industry.

After leaving school in Year 10, Mr Matthews's first job in the meat industry was as a meatworker at KR Darling Downs in Toowoomba. He then worked at AMH, joining Teys Bros in 2002.

"I've had more than 20 years in the industry," he said.

A new round of applications is being accepted for

the MINTRAC scholarship which is funded by the Australian Meat Processors Corporation, and Meat and Livestock Australia.

Mr Matthews said the scholarship paid nearly all his HECS fees and books.

"It helped get me the position I am in. It helped get me the promotion," he said.

The Beenleigh plant of Teys Bros employs 800 staff.

The deadline for scholarship applications is Friday, May 18.

■ Visit www.mintrac.com.au.

Advertising in journals

Australian Farm Journal – November 2006

A SCHOLARSHIP, A PART-TIME JOB AND A CAREER PATHWAY

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MINTRACer newsletter articles

September 2006

Meet Chad Pickin

Undergraduate scholarship student

Chad is a first year Mechanical Engineering student. He had worked at CRF as a process operator for more than twelve months before applying for a MINTRAC Undergraduate scholarship to attend university. His interest in the subject area in part stemmed from the innovation and robotics he witnessed all around him at the plant: "I understand that robotics and mechanisation are growing forces in the meat industry. I have chosen to focus my studies on mechanical engineering, largely due to my work at CRF, where I developed an interest in the innovation projects the company is working on." wrote Chad, in his scholarship application.

Chad is a dedicated employee. Rather than giving up his job at CRF whilst studying, he has decided to continue living in Colac, travelling two and a half hours to university each day and working part time at the plant on his days off and full time during the university breaks.

CRF are very supportive of Chad's studies and look forward to seeing his career develop in the plant. CEO, Jack Barclay wrote in Chad's application, "Chad is already part of the CRF team... Chad has a good understanding of CRF's processes, culture and ways of doing business – that combined with the knowledge he will gain at university would be of great benefit to CRF. As CRF moves to embrace automation, people with qualifications such as mechanical engineering will be increasingly important."

Chad is looking forward to a future in the engineering team at CRF on graduation. "I would be interested in working as a mechanical engineer in the meat industry after I finish my university course... I understand the meat industry has difficulty attracting professionals, but having already worked in a plant, I would have no problems with working as an engineer in that area."

Advertisements in MINTRACer September 2006

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MINTRACker December 2006**7.1 MINTRAC Scholarship holder – Gennine Gerrard**

Gennine Gerrard from John Dee Warwick Pty Ltd, has just completed the first year of her studies in the Bachelor of OH&S at Central Queensland University.

Angela had been working as the HR Manager at CRF (Colac Otway) for just on five years when she applied for, and was accepted into the MINTRAC Upskilling Scholarship Program. During this time, she had already completed a Graduate Diploma of Human Resources which "provided her with an excellent understanding of the functions within human resources". Her decision to continue her studies towards the MBA was based on her need to gain a broader knowledge of business operations. In her application, Angela noted that "Organisations who innovate will survive in the future. CRF is a good example of an organisation that innovates; we do things differently; we challenge the status quo. I believe that the MBA will provide me with the tools to assist with this continuous innovation both at CRF and within the Meat Industry as a whole". She achieved this by opting for subjects in the areas of marketing, economics, strategic management, international business management, HR management and finance.

Study towards her MBA was made up of distance learning, e-learning and intensive residential workshops. As Angela had already completed the Graduate Diploma of Human Resources, she was awarded credits towards the MBA, bringing the number of units she needed to complete from 12 to six, allowing her to complete the whole qualification in just 18 months.

As is the case with most Upskilling Scholarship students, Angela found she needed to sacrifice her social and family life in order to get through the course. She was lucky that she had the support of her family and workplace, which helped her to fully commit to her studies. She also commented to delegates at the 2006 MINTRAC conference that "exceptional motivation and organisational skills were essential" in order to successfully complete the course.



But it sounds like it was all worth it. Angela now has a much greater understanding of the whole business. She is ready to take on whatever challenges the industry faces and get involved in new projects within CRF and the local community. First and foremost, however, Angela intends to catch up on the last five years of family life.

MINTRACker March 2007**7.2 MINTRAC Overseas Research Project Scholarship**

An opportunity exists for an individual to undertake an overseas study project, sponsored by the read meat industry.

The purpose of the scholarship is to:

- support an individual to undertake a small research project overseas
- provide feedback on the benefits of an overseas investigation to the Australian red meat industry.

The scholarship is available to individuals who are employees of AMPC member companies. Employees must have been employed within the red meat industry for a minimum of four years, and their application must be supported by their Plant Manager. Companies will be expected to commit \$5,000 to support the project.

Further eligibility criteria and conditions are available on the MINTRAC website www.mintrac.com.au.

7.3 MINTRAC Upskilling scholarship

There are changes to the criteria and conditions of the MINTRAC Upskilling Scholarship; the previous condition of being employed in the meat industry for five years has been reduced to being employed in the meat industry for **two years**. Another change to the Upskilling scholarship is the funding arrangement. MINTRAC will support 70% of the course fees with the applicant or company paying the remainder 30%.

Current applications for all scholarships are now available on the MINTRAC website.

CLOSING DATE FOR APPLICATIONS IS 4 MAY 2007.

MINTRACker June 2007

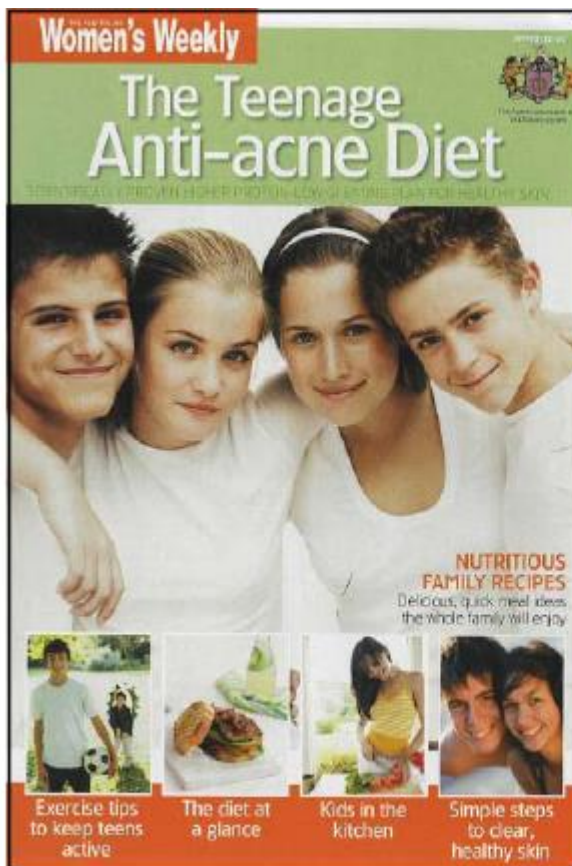
MINTRAC scholarship recipient contributes to anti-acne diet

Robyn Smith, is a recipient of a MINTRAC postgraduate scholarship from 2003 to 2007. As part of her PhD research Robyn has been researching "The effect of a low carbohydrate, high protein, meat-based diet on the incidence and severity of acne vulgaris."

Acne vulgaris is the term given to acne, or pimples, and is most common in puberty but can also occur in adults.

Her work has been featured in the Women's Weekly special publication Teenage Anti-acne Diet.

Continued on page 7...



The cover of the Women's Weekly anti-acne diet publication

Copies of this supplement are available from MLA
www.mla.com.au