

## **Training Gap Analysis**

**Project code:** B.LIV.0356  
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**Date published:** July 2008  
**ISBN:** 9 781 741 913 309

**PUBLISHED BY**  
Meat & Livestock Australia  
Locked Bag 991  
NORTH SYDNEY NSW 2059



### **Abstract**

In order to ensure clarity within the Standards as well as provide a basis for new training development, a training gap analysis was completed. This analysis took the form of examining the Australian Standards for the Export of Livestock plus the relevant Orders pertaining to Livestock Export and assessing the requirements for competence both explicit and implied. These requirements were then assessed against current training resources.

The analysis highlighted a number of gaps where the competency expectation cannot be met through current resources. These areas were basic stock handling, the assembly of stock, ships' crew and airfreight procedures. Training in these areas is sporadic and rely on one to one instruction.

### Executive summary

A review of all 6 sections of the Australian Standard for the Export of Livestock (version 2.1) together with the Export Control (Animal) Orders (2004) and the Export of Livestock to Saudi Arabia Order (2005) was conducted to identify competency requirements and then examine how those requirements may be met.

This analysis identifies the following broad areas of training and related need:

1. New Entrant training to ensure all responsibilities of the exporter are understood

2. Stock handling and knowledge, for:

- Livestock transport drivers not covered by TruckCare
- Registered premises operators and stockpersons
- Ships Crew
- Air freight operators and stockpersons

Covering:

- Basic stock handling and management
- Heat stress risk assessment
- Handling sick and injured livestock
- Body condition scoring
- Rejection criteria

Requiring some level of assessment for competence

3. Industry awareness and self assessment material

- Exporter management obligations arising from the ASEL
- Australian Food Standards
- Deer selection

4. Ultrasound Operator Register

The results of this gap analysis will be used to design training courses where appropriate in the next financial year and promote existing courses

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### 1 Background

The Australian Standards for the Export of Livestock call for a range of competencies both stated and implied. It is in the industry interests to ensure that these competency requirements are clarified and if necessary action taking to provide appropriate to avoid differing interpretations by the regulators in time of incident or problem loading.

The results of this analysis will be used to provide the basis for training courses delivered specifically to industry and industry stakeholders.

### 2 Project objectives

To identify specific personnel roles within the Australian Standards for Export of Livestock (ASEL), Export Control Orders (ECOs), and Saudi MOU where assurance of competency is required and to examine available courses to fill the needs

### 3 Methodology

An assessment of the industry competencies required in the livestock export process was undertaken with reference to:

- The Australian Standards for the Export of Livestock (ASEL)
- Export Control (Animals) Orders 2004
- AMLI Order – Export of Livestock to Saudi Arabia

Each of these regulatory instruments was examined and the stipulated and implied competencies identified.

Specific comments have been made to assist in understanding the nature of the requirements.

An examination of training courses available to meet these competencies was undertaken, principally on the web with an assessment of how well they meet the specific needs of the livestock export sector

From this analysis, gaps were identified and comments provided on the need for specific training to meet that need, and whether the importance of the requirement warranted some assessment of the individuals' competence.

## 4 Results and discussion

### 4.1 Comments

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The livestock export industry draws together a diversity of practical individuals many of whom have stock handling skill, knowledge and the ability to make judgements in the interest of livestock that they have within their charge. Experience and in-service peer instruction lead to a level of competence that is difficult to quantify and assess. This “experiential competence” needs to be recognised in determining appropriate training approaches and assessment methods.

People in positions of export management responsibility in the selection, transport, assembly, loading and shipping need to be familiar with the ASEL and the obligations that this imparts on them. This requirement is implicit in their being in the role; however there may be benefit in having awareness material available to assist. It is also vital that the industry can effectively demonstrate levels of competence in aspects of the Livestock export process, particularly as it pertains to ASEL, to its stakeholders. This will usually, although not exclusively, mean that a level of formal training is available and undertaken with the relevant assessment.

There are many training courses available that cover aspects of the competencies required in the live export process. Many of these provide far more detail than would be needed to ensure the level of competence necessary to meet regulatory obligations. Targeted training and instruction to meet these needs would often be more appropriate.

There are institutions that appear to be well placed to assist in developing this targeted approach, such as Rural Solutions SA [http://www.ruralsolutions.sa.gov.au/markets/agribusiness/livestock\\_sol](http://www.ruralsolutions.sa.gov.au/markets/agribusiness/livestock_sol).

**4.2 W.LIV.0356 – Training Gap Analysis**

4.2.1 Australian Standards for the Export of Livestock

4.2.1.1 Section 1 - Sourcing

Sect.	Competence/Who	Comments	Training Availability	Training Need
1.4	<p>Knowledge of Australian Food Standards</p> <p>Exporter or person delegated to source the livestock</p>	<p>A <u>Food Standards Code</u> is published by Food Standards Australia and NZ (FSANZ). This is given legal authority through State and territory legislation. FSANZ publish Australia-only food standards that address food safety issues – including requirements for primary production- and maximum residue limits for agricultural and veterinary drug residues.</p>	<p>Significant training options exist in food safety disciplines, which would exceed the requirements of the livestock export industry.</p> <p>The Australian Meat Industry has developed a series of integrated quality assurance and food safety programs from the farm and feedlots right through to the consumers plate with information and training available through AUS-MEAT.</p> <p>Livestock Production Assurance (LPA) is an on-farm food safety and quality assurance (QA) certification program, that provides a level of assurance of on-farm compliance with food safety requirements</p>	<p>There is no training in food safety requirements targeted at the livestock export industry.</p> <p>Awareness of Australian Food Standards is required in particular relating to maximum residue levels and the use of veterinary treatments.</p> <p>The provision of information or awareness material would meet this need. Formal training or assessment would not be necessary.</p> <p>It is possible that guaranteed sourcing from LPA accredited producers would obviate this requirement</p>

Sect.	Competence/Who	Comments	Training Availability	Training Need
S1.5A	Knowledge livestock heat stress risk assessment  Exporter	A heat stress risk assessment model and supporting software has been developed by LiveCorp/MLA and is available to LiveCorp members	One on one instruction or advice is available from LiveCorp. Other industry operators or consultants who are familiar with the model may provide instruction. No heat stress risk assessment training or competence assessment is available.	Awareness of heat stress risk assessment is necessary. This is also an issue under S4.12 The provision of instruction material with some assessment is required, particularly for exporters new to the industry
S1.7	Knowledge of rejection criteria  Exporter or person delegated to source the livestock	Rejection criteria are listed in the ASEL. Experience would be regarded by many as proof of competence	No specific training or competence assessment is available In-service instruction and training is provided in many companies	There needs to be some instruction on the rejection criteria listed under S1.7. The provision of instruction material with some assessment is required, particularly for exporters new to the industry
S1.8	Knowledge of body scores  Exporter or person delegated to source the livestock	Information on body condition scores is provided in ASEL Appendix 1.1	The Rural Training Council of Australia (RTCA) has developed training competencies for feeding and drafting livestock, covering condition scoring. No training or competence assessment was identified of specific relevance to the livestock export industry.	There needs to be some instruction on body condition scoring The provision of instruction material with some assessment is required, particularly for exporters new to the industry. This may be satisfied by the provision of the booklet "Is it fit to Export"



Sect.	Competence/Who	Comments	Training Availability	Training Need
S1.9	Pregnancy tester for slaughter of feeder cattle/buffalo	The ASEL identifies a competent pregnancy tester as a registered veterinarian or a person accredited by the Northern Territory government	Charles Darwin University Rural Campus, Katherine, conducts assessment of experienced pregnancy testers and training and assessment for new pregnancy testers on behalf of DPIFM, prior to accreditation	Nil
S1.10(c)	Pregnancy tester - Veterinarian who is a member of the Australian Cattle Veterinarians (ACV) and an accredited tester under the National Cattle Pregnancy Diagnosis Scheme (NCPD)	Breeding cattle must be certified as less than 190 days pregnant (220 days for buffalo) by a vet who is a member of ACV and accredited under NCPD  For cattle transported less than 10 days, pregnancy testing may be carried out by a registered veterinarian who can attest to demonstrable current experience	NCPD accreditation is available through the ACV The training required is as a registered veterinarian who is able to demonstrate current pregnancy testing experience to an Approved Examiner of the ACV.	Nil
S1.11	Competent Ultrasound pregnancy tester  Ultrasound pregnancy tester	The ASEL identifies a requirement that the person must be able to demonstrate a suitable level of experience and skill	Postgraduate training is available to Veterinarians. Sheep Genetics Australia refers to accreditation of ultrasound operators to either OFFM standards or to MLA ultrasound accreditation	A register of ultrasound operators who are able to demonstrate a suitable level of experience and skill needs to be in place, and available to the industry.

Sect.	Competence/Who	Comments	Training Availability	Training Need
S1.13	Competent ultrasound operator in foetal measurement  Ultrasound pregnancy tester	This relates to sheep for breeding. Requirement again is for a person able to demonstrate a suitable level of experience and skill.	As for 1.11	As for S1.11
S1.14	Competent ultrasound tester for pregnancy in deer  Deer ultrasound pregnancy tester	Relates to Deer	As for 1.11	As for 1.11
S1.22	Competent in assessing male deer are not in rut  Deer exporter	Experience would be regarded by many as proof of competence	A National Velvet Accreditation scheme is operated by the Deer Industry Association of Australia	The provision of information or awareness material would meet this need. Formal training or assessment would not be necessary.
S1.27	Identification and humane handling of sick livestock  Exporter or person delegated to source the livestock	Experience would be regarded by many as proof of competence	A number of training institutions include training in animal health and welfare within established courses. This would exceed competence levels required	There needs to be some instruction on identification and humane handling of sick livestock. The provision of instruction material with some assessment is required, particularly for exporters new to the industry
App 1.1	Knowledge of body scores for sheep, goats, cattle, deer and camels			See S1.8 above

4.2.1.2 Section 2 - Land Transport

<b>Sect.</b>	<b>Competence/Who</b>	<b>Comments</b>	<b>Training Availability</b>	<b>Training Need</b>
Guiding Principle	Competent operation of a vehicle Transport driver	This is a guiding principle and is developed in more detail in the competences listed below	Truckcare accreditation	
S 2.1	Knowledge of state and territory animal health and welfare road transport requirements and national Model Codes of Practice for the Welfare of Animals Transport driver		Truckcare In-service instruction and training is provided in some livestock transport companies	For non Truckcare accredited operators, the provision of instruction material with some assessment is required
S 2.11	Knowledge in assessing suitability to travel Transport driver		Truckcare In-service instruction and training is provided in some livestock transport companies	For non Truckcare accredited operators, the provision of instruction material with some assessment is required
2.16	Knowledge of en-route inspection criteria Transport driver		Truckcare In-service instruction and training is provided in some livestock transport companies	For non Truckcare accredited operators, the provision of instruction material with some assessment is required
S2.22	A competent stock handler to unload Off-loading stockperson	Experience would be regarded by many as proof of competence	In-service instruction and training is provided in some livestock transport companies	Stock handling training and assessment is required

<b>Sect.</b>	<b>Competence/Who</b>	<b>Comments</b>	<b>Training Availability</b>	<b>Training Need</b>
S2.24	Knowledge of land transport standards Transport operator and driver	This relates to transport from assembly depot to port	Truckcare In-service instruction and training is provided in some livestock transport companies	For non Truckcare accredited operators, the provision of instruction material with some assessment is required
App 2.1	Knowledge to assess dehydration Transport driver	Experience would be regarded by many as proof of competence		For non Truckcare accredited operators, stock handling training and assessment is required
App 2.2	Knowledge to assess stock for loading densities Transport driver		In-service instruction and training is provided in many livestock transport companies	For non Truckcare accredited operators, stock handling training and assessment is required
App 2.3	Knowledge to assess loading facilities. Transport driver	Requirement is for facilities to be inspected		For non Truckcare accredited operators, stock handling training and assessment is required

4.2.1.3 Section 3 - Registered Premises

Sect	Compliance/Who	Comments	Training Availability	Training Need
Overview	Knowledge to assess fit to travel prior to departure Exporter or delegated stockperson	This is an overview comment and more detail is identified in the competences listed below. Experience would be regarded by many as proof of competence. In some situations independent quality control pre-export inspection is in place.	In-service instruction and training is provided to those responsible ALFA promotes feedlot education and either through workshops, conferences, training days or certificate courses	Given the importance of the Registered Premises in the export process, there is a need for targeted training or instruction of those with this responsibility. The competence requirements listed below indicate that some assessment process would also be necessary, particularly for operators new to the industry.
Overview	Knowledge of design, maintenance, security and operation of holding facility premises Registered premises operator	Experience would be regarded by many as proof of competence	See above	Gap - see above
3.1	Operator must employ appropriately trained staff Registered premises operator and staff		In-service training and supervision is provided	Gap - see above

Sect.	Competence/Who	Comments	Training Availability	Training Need
3.3	Knowledge of customer country quarantine requirements Registered premises operator	In practice these requirements would be known by the exporter and conveyed to the registered premises operator		Nil
3.13	Knowledge of suitability for preparation for export. Stock receiver at registered premises	Experience would be regarded by many as proof of competence.	In-service training and supervision is provided	Gap – see overview section 3
3.16	A competent stock person to monitor and inspect stock daily. Registered premises stockperson	Experience would be regarded by many as proof of competence	In-service training and supervision is provided	LiveCorp Stockman training. Targeted training or instruction for those working in registered premises, with some assessment is necessary.
App 3.1	Knowledge of rejection criteria Registered premises stockperson		These are specified in Appendix 3.1	As above

4.2.1.4 Section 4 - Vessel Preparation and Loading

Section	Competence/Who	Comments	Training Availability	Training Need
Overview	Ships crew to be competent in tending, feeding, watering and assisting accredited stockperson and/or vet Ships Crew	Experience would be regarded by many as proof of competence. This would currently be regarded as the responsibility of the shipping company and Ships Master.	In service instruction and supervision is provided	Ideally a required level of competence needs to exist in order to meet the competencies listed below. The best approach to achieving this needs to be determined in consultation with the shipping companies.
S4.5	Provision of an accredited stockperson		LiveCorp stockperson training and accreditation	Nil
S4.5	Provision of an accredited vet		AHA training and AQIS accreditation	Nil
S4.8	Knowledge for inspection for fitness to travel Exporter or loading stockperson	This function would usually be undertaken by the accredited stockman or vet.	Stockperson and Vet training and accreditation	Nil
S4.8	Knowledge of euthanasia techniques Exporter or loading stockperson	This function would usually be undertaken by the accredited stockman or vet	Stockperson and Vet training and accreditation	Nil

Sect.	Competence/Who	Comments	Training Availability	Training Need
S4.10	Competent stock handlers to load ship Stockperson and ships crew	This function would usually be undertaken or supervised by the accredited stockman. Ships crew will also be actively involved	LiveCorp stockperson training and accreditation	Ships crew instruction – see above
S4.12	Knowledge of heat stress model Exporter or loading stockperson	The exporter and accredited stockperson would be familiar with this model	LiveCorp stockperson training and accreditation	Nil
S4.14	Knowledge of adequate feed and water quality and requirements of species Stockperson and ships crew	Experience would be regarded by many as proof of competence Ships crew have a key role.	Stockperson accreditation	Stockpersons - Nil Ships crew instruction – see above
App 4.1(1)	Competent person with knowledge of handling, husbandry, welfare, livestock facilities Person responsible for loading	This is required for loading. This function would usually be undertaken by the exporter, the accredited stockman, vet or by a competent person nominated by the exporter.	Stockperson and Vet training and accreditation	Nil
App 4.1(4)	Knowledge of OH&S Exporter	Exporters would be familiar with state and industry requirements	Training and advisers are available	Nil



4.2.1.5 Section 5 - On board Management of Livestock

Sect.	Competence/Who	Comments	Training Availability	
Overview	Knowledge of animals health and welfare and euthanasia Stockperson or vet	This function would usually be undertaken by the accredited stockman or vet. As well ships crew are experienced in stock care.	Stockperson and Vet training and accreditation In service instruction and supervision	Stockperson or vet – nil Ships crew – see above under Section 4
Overview and S5.1	Requirement for an accredited stockperson		LiveCorp stockperson training and accreditation	Nil
Overview	Crew is experienced in the care of animals		In service instruction and supervision	See above under Section 4
Overview and S5.1	Requirement for accredited vet		AHA training and AQIS accreditation	Nil
S5.1	All personnel handling and caring for stock must be able to demonstrate skill	Ships crew are experienced in the handling and care of animals	In service instruction and supervision	Stockperson or vet – nil See above under Section 4
S5.5	Knowledge of feed and water quality	Ships crew are experienced in the handling and care of animals. Stockperson and /or accredited vet can advise and supervise if necessary	In service instruction and supervision. Stockperson and Vet training and accreditation	Stockperson or vet – nil See above under Section 4
S5.6	Knowledge of the requirements for regular health and welfare inspections	Ships crew are experienced in the handling and care of animals. Stockperson and /or accredited vet can advise and supervise if necessary	In service instruction and supervision. Stockperson and Vet training and accreditation	Stockperson or vet – nil See above under Section 4

<b>Sect.</b>	<b>Competence/Who</b>	<b>Comments</b>	<b>Training Availability</b>	<b>Training Need</b>
S5.6	Knowledge of ventilation and thermoregulation of stock	Ships crew are experienced in the on board handling and care of animals. Stockperson and /or accredited vet can advise and supervise if necessary	In service instruction and supervision. Stockperson and Vet training and accreditation	Stockperson or vet – nil See above under Section 4
S5.7	Knowledge of MARPOL disposal requirements	This function would usually be undertaken by the accredited stockman, vet or authorised ships crew	In service instruction and supervision. Stockperson and Vet training and accreditation	Stockperson or vet – nil See above under Section 4
S5.8	Storage and use of veterinary drugs	This function would usually be undertaken by the accredited stockman, vet or authorised ships crew	In service instruction and supervision. Stockperson and Vet training and accreditation	Nil
S5.9	Knowledge of bedding conditions	Ships crew are experienced in the on board handling and care of animals. Stockperson and /or accredited vet can advise and supervise if necessary	In service instruction and supervision. Stockperson and Vet training and accreditation	Stockperson or vet – nil See above under Section 4
S5.11	Knowledge of requirement for reporting of notifiable incidents	Accredited stockpersons and vets are instructed on this requirement	Stockperson and Vet training and accreditation	Stockperson or vet – nil See above under Section 4
S5.12	Knowledge of daily reporting requirements	Accredited stockpersons and vets are instructed on this requirement	Stockperson and Vet training and accreditation	Nil
S5.13	Knowledge of end of voyage reporting requirements	Accredited stockpersons and vets are instructed on this requirement	Stockperson and Vet training and accreditation	Nil

4.2.1.6 Section 6- Air Transport

<b>Sect.</b>	<b>Competence/Who</b>	<b>Comments</b>	<b>Training Availability</b>	<b>Training Need</b>
Guiding Principles	Knowledge of animals being fit to travel Exporter or delegated person.	This basic level of stock handling competence has been identified for land transport and registered premises		Given the importance of stock handling knowledge in air transport of livestock, there is a need for targeted training or instruction of those with this responsibility, particularly for exporters new to the industry. The competence requirements listed below indicate that some assessment process would also be necessary
Required outcomes	Knowledge of state and territory government requirements Exporter			Exporter responsibility. Possible need to include in new entrant training
Overview	Knowledge of aircraft ventilation and hold temperatures Exporter	This information should be available from the aircraft operator		Exporter responsibility There is a need to acquaint exporter with the ventilation parameters on the various aircraft he may use
Overview	Knowledge of IATA regulations Exporter	IATA regulations were considered in the development of the ASEL		Exporter responsibility. Possible need to include in new entrant training
S6.3	Knowledge of Australian Food Standards Exporter			Refer S1.4 above

<b>Sect.</b>	<b>Competence/Who</b>	<b>Comments</b>	<b>Training Availability</b>	<b>Training Need</b>
S6.4	Knowledge of inspection for rejection requirements Exporter or person delegated to source the livestock			Refer S1.7 above
S6.6	Competence in ultrasound foetal measurement Pregnancy tester			Refer S1.11 above
S6.6	National cattle pregnancy diagnosis accreditation Pregnancy tester			Refer 1.10 (c) above
S6.6A	Knowledge of pregnancy testing by vet Pregnancy tester			Similar to 1.10 (c) above
S6.8	Competent in ultrasound foetal measurement Ultrasound operator			Refer 1.11 above
S6.15	Competence in assessing Deer rutting criteria Exporter or person delegated to source the Deer			Refer S 1.22 above
S6.19	Humane handling of sick livestock Exporter or person delegated to manage the livestock			Refer S1.27 above

Sect.	Competence/Who	Comments	Training Availability	Training Need
S6.20	Knowledge of IATA requirements for stocking densities and with state/territory and international requirements Exporter	Specific stocking density and penning arrangements requirements are set out in Appendix 6.1 of the ASEL		Specific training or instruction with assessment needs to be in place
S6.22	Knowledge of fit to travel criteria for inspection prior to loading Exporter or person delegated to manage the livestock	Experience would be regarded by many as proof of competence.  Accredited stockpersons may be involved	LiveCorp stockperson training	Accredited stockpersons - nil Refer guiding principle above at the beginning of this section
6.23	Knowledge of how to treat sick/injured animals and euthanasia Exporter or person delegated to manage the livestock	Experience would be regarded by many as proof of competence.  Accredited stockpersons may be involved	LiveCorp stockperson training	Accredited stockpersons - nil Refer guiding principle above at the beginning of this section
6.26	Knowledge of ventilation requirements during transit stops Exporter			Refer guiding principle above at the beginning of this section

4.2.2 Export Control (Animal) Orders 2004

Sect.	Competence/Who	Comments	Training Availability	Training Need
2.07 Registered Premise	Applicants must have the capacity to carry out Operational and Governance Manual requirements			Refer Overview in Section 3 above
Division 2.3	All veterinarians carrying out duties on an approved export program shall be accredited		AHA Training and AQIS accreditation	Nil

4.2.3 AMLI Order – Export of Livestock to Saudi Arabia

Sect.	Compliance/Who	Comments	Training Availability	Training Need
Section 4 Definitions	A trained vaccinator is required to undergo an approved course		LiveCorp vaccinator training and accreditation	Nil

### 5 Success in achieving objectives

The training gap analysis was completed and sections highlighted for ASEL review.

### 6 Impact on meat and livestock industry

This gap analysis has highlighted the need to provide structured training especially in the areas of Assembly of stock and Airfreight as well as basic new entrant training. It is envisaged that as the Technical Services section of LiveCorp is restructured and more resources are put into training these needs will be considered and new courses developed

### 7 Conclusions and recommendations

The Gap analysis is available to provide a basis for the design of courses to meet the training needs of the industry as defined explicitly or by implication within ASEL, and the Orders.

This analysis identifies the following broad areas of training and related need:

1. New Entrant training to ensure all responsibilities of the exporter are understood
2. Stock handling and knowledge, for:
  - Livestock transport drivers not covered by TruckCare
  - Registered premises operators and stockpersons
  - Ships Crew
  - Air freight operators and stockpersons

Covering:

- Basic stock handling and management
- Heat stress risk assessment
- Handling sick and injured livestock
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3. Industry awareness and self assessment material
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4. Ultrasound Operator Register