final report

Project code: A.MIN.0075

Prepared by: MINTRAC

Jodie Hummerston

Date submitted: June 2009

Innovation in training delivery – alternative delivery models for diploma units

Milestone 3 report

Contents

1 Milestone requirements:

1. All developments fully complete
2. implementation plan developed

2 Background

This project seeks to select two Diploma of Meat Processing units which are least likely to attract sufficient numbers to run full courses utilising the current delivery strategies and develop alternative delivery strategies so that individual students can select and undertake the units as required. The project will build on the experiences of the existing program, adapting the delivery models to suit both the units and potential students.

Since the commencement of the Diploma program six years ago, in excess of 300 meat industry employees have taken advantage of the units offered. Potential numbers for certain units are now dropping, making it more difficult to get sufficient numbers to run the workshop programs in any one state. Already the three Registered Training Organisations are coordinating scheduling of units to ensure that they are not doubling up and thus reducing the potential to gain sufficient numbers. In addition, companies are being encouraged to consider sending employees to other states to participate in a unit; however, time and cost factors are inhibitors to this strategy.

2.1 Milestone requirement 1 - All developments fully completed

Recognition of Prior Learning (RPL) tools development for all Units of Competency
The following RPL tools have been developed under the scope of this project:
MTMPS5604B *Manage maintenance systems*
MTMPS5610B *Manage transportation of meat, meat products and meat by-products*
MTMPSR5604B *Manage new product/process development*
BSBFIM501A *Manage budgets and financial plans*
PMLORG602B *Manage complex projects*
MTMPS5605B *Manage utilities and energy*

All but the last tool were sent to MLA with the second milestone report. The final tool forms attachment one of this report.
An additional five RPL tools have also been developed by Response Consulting as part of their training delivery contract.

MTMPS5603B *Develop, manage and maintain quality systems*
MTMPS5607B *Manage and improve meat industry plant operations*
MTMPS5608B *Manage environmental impacts of meat processing operations*
MTMPS5609B *Manage, maintain and continuously improve OH&S plans and systems*
MTMPSR5601B *Design and manage the food safety system*

Manage environmental impacts of meat processing operations – blended delivery program
The workshop program and online conferencing program have been developed for this Unit of Competency by Response Learning, in conjunction with Symonds and Bristow. The Professional development workshop topics are based on discussions with Clive Richardson and the needs of the Environmental Managers' Network.

The distance and online conferencing content will support and workshop and fill in the gaps to earn the Unit of Competency MTMPS5608B *Manage environmental impacts of meat processing operations.*

The model and resources developed for the blended delivery program were provided with the second milestone report.

The pilot program was due to commence in May with workshops to be delivered in conjunction with the Environment Managers meetings in SA, Victoria and NSW. Unfortunately, we received only one registration for each workshop in each state, making it unviable to deliver the program in any of the states. Whilst there was considerable interest in the program, potential participants were either unable to attend on the scheduled dates, or the cost was too great.

Substantial interest has been shown in the program in Queensland so it is anticipated that the pilot will still go ahead there, and possibly also in WA in conjunction with the next round of network meetings.

Response Consulting is intending to develop further programs such as this one in the near future in order to attract students nationally and reduce costs.

Assess and purchase livestock – e-learning unit

The Unit of Competency MTMPS5601A Assess and purchase livestock has been developed into a complete self-paced e-learning program by Symbio Alliance. The final CD was delivered to MINTRAC on 29 May 2009, however a few bugs have been encountered. A draft version of the CD will be mailed as attachment two of this report. Once the CD is free of problems, a final version will be mailed to MLA.

2.2   Milestone requirement 2: Implementation plan developed

RPL tools

RPL tools have been made available to all MINTRAC's contracted providers. The providers can enrol students into the programs to undertake the Unit by Recognition of Prior Learning under MINTRAC's current contracts. Students who wish to achieve other units in this way which have not been contracted by MINTRAC need to negotiate a cost directly with the training provider. To date Response Consulting have RPLed approximately 15 students using the new tools, and as a result have made occasional improvements to some of the tools. Approximately five students who commenced the RPL process with Response have been required to undertake additional training in order to achieve the unit, whilst ten students have been awarded the Unit through the RPL process alone. This shows that the tools are rigorous enough to provide a valid assessment as not all students have made it through.

In March 2009 at a professional development workshop for Diploma RTO managers and facilitators Wendy Hall, from Response Learning, delivered a workshop in how to use the tools. All Trainers contracted to deliver Diploma units in 2009 were in attendance.

In 2010, when MINTRAC ends funding contracts for the Diploma, the RPL tools will be included with other Diploma training resources for preferred training providers.

2.3   Blended delivery

The blended delivery is still targeted for delivery in the second half of 2009 in Queensland and Western Australia. It is anticipated that this method will be adopted by one or more RTOs in the future with a variety of Units to improve student access to training. The outcomes of the trials will be reported to all RTOs for their consideration for future programs, however as MINTRAC will no

longer be funding the training in 2010, no plans have been put in place to ensure the model is used.

E-learning – Assess and purchase livestock

SQIT will be approached to deliver the Assess and purchase livestock Unit by e-learning, using Peter Horchner, the developer of the program, as the facilitator. Depending on their ability to enrol students in e-learning on a student by student basis, Response Learning may also be approached to deliver the Unit, as they have experience with such models in the Diploma already.

A number of companies have already indicated that they would be interested in enrolling staff into this Unit. Funding will be provided for the Unit until the end of 2009 only after which time, the program will be sold to preferred RTOS.