



# final report

Project code: A.MIN.0038

Prepared by: MINTRAC

Date submitted: June 2006

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

## Meat Processing Industry scholarship

### Milestone Report 4

Meat & Livestock Australia acknowledges the matching funds provided by the Australian Government and contributions from the Australian Meat Processor Corporation to support the research and development detailed in this publication.

This publication is published by Meat & Livestock Australia Limited ABN 39 081 678 364 (MLA). Care is taken to ensure the accuracy of the information contained in this publication. However MLA cannot accept responsibility for the accuracy or completeness of the information or opinions contained in the publication. You should make your own enquiries before making decisions concerning your interests. Reproduction in whole or in part of this publication is prohibited without prior written consent of MLA.

# Contents

	Page
<b>1</b>	Status of all scholarships ..... 3
1.1	Postgraduate scholarships.....4
1.2	Small project grant .....5
1.3	Employee upskilling scholarships .....5
1.4	Continuing families scholarships .....7
1.5	Undergraduate scholarships .....9
<b>2</b>	Reported dissemination of outcomes of research ... 10 Collation of reports and dissemination to plants of skills scholarships
2.1	from completed scholarships..... 10
2.2	Identification of industry funding support ..... 10
2.3	Marketing of the scholarship program to industry ..... 10
<b>3</b>	Newspaper articles ..... 11

## 1 Status of all scholarships

In the 2005/6 period, MINTRAC has signed up 14 new scholarships. The breakdown of these scholarships is as follows:

Postgraduate scholarships	2
Honours	1
PhD	
Employee Upskilling	5
Undergraduates	4
Small project grants	2

Nine students across all categories have completed their qualifications, and a number of additional students are expected to complete in June/July 2006, including one PhD student.

This year we have had just three students withdraw from the scholarship program after they had signed up. Two of these are Upskilling students who have deferred their studies but are still considering returning to their course in the next 12 months. The third student, an Undergraduate student signed up for a MINTRAC scholarship with Burrangong Meat Processors as their sponsor. Unfortunately, after the fire at the abattoir there was no longer work available for the student and they found alternative part-time work, which would require his full commitment throughout university breaks, leaving no time to meet the commitments of his scholarship.

The number of withdrawals, especially in the Upskilling category is much lower than previous years. This is in part due to the experience MINTRAC has gained in managing the scholarship program which is reflected in the advice and support given to students. Companies involved in the scholarship program are also better informed on how to support the students.

Students involved in the scholarship program over 2005/6 are listed on the following pages.

## 1.1 Postgraduate scholarships

Qualification level (Honours/ Masters/PhD)	Project title	Institution	Expected completion date
Honours	Customising lamb meat flavour and quality	University of Adelaide	End of 2006
Honours	The impact of strength training and red meat on muscle free-radical defence enzymes	Deakin University	End of 2006
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.	University of Tasmania	End of 2006
PhD	development of a generic polymerase chain reaction (PCR) test for detection on carcasses of microbial genes associated with human health and trade risks	University of Queensland	Early 2007
PhD	Investigation of Physiological Mechanisms of Microorganisms associated with Fresh Foods	University of Tasmania	Has deferred completion, no funds currently being paid
PhD	Development of a sub-surface flow constructed wetlands system for tertiary level wastewater treatment in the meat processing industry	Murdoch University	Early 2006 Thesis almost complete.
PhD	Investigation into the effects of dietary meat consumption in conjunction with resistance training on muscular growth and strength in elderly population	Deakin University	Due to complete mid 2007
PhD	Effects of Omega-3 Fatty acid deficiency on rat intestinal Structure and microbiology	University of Sydney	Due to complete early 2008
PhD	Development and characterisation of genetic mutations in <i>L. monocytogenes</i>	University of Tasmania	Due to complete early 2007
PhD	The effect of a low carbohydrate high protein meat based diet on incidence and severity of acne vulgaris	RMIT	Due to complete mid 2007
PhD	High frequency ultrasound in meat quality analysis	University of Queensland	Due to complete late 2006
PhD	Disability prevention and effective disability management in the Australian Red Meat Industry	La Trobe University	Due to complete late 2008
PhD	The role of habitat structure and competition in the ecology of <i>Listeria</i> species in food related and other environments	University of Queensland/ Food Science Australia	Due to complete mid 2007
Masters	Using Ultrasound in Meat Processing	University of Queensland	Completed in December 2005.

## 1.2 Small project grant

Qualification	Project Title	Institution	Completion date
Bachelor of Science in Agriculture (Honours)	Identifying factors that cause the rapid rate of pH decline in heavy carcasses from animals in long feeding programs	University of Sydney	Due to complete late 2006 First report received. Progress satisfactory.
Bachelor of Business (Human Resource Management)	Review and development of the AMH Anti-harassment/discrimination training program at AMH Dinmore.	Queensland University of Technology	Due to complete in July 2006

## 1.3 Employee upskilling scholarships

Qualification and Institution	Company	Duration	Expected completion date
Masters of Business Administration University of New England	Cargill Foods Australia (TAMWORTH)	6 years	1/01/2012 Progress satisfactory
Masters of Agribusiness University of Melbourne	Fletcher International Exports (DUBBO)	3 years	1/12/2007 Progress satisfactory
Masters in Industrial Relations Charles Sturt University	Fletcher International Exports WA Pty Ltd (ALBANY)	2 years	31/08/2006 Considering graduating with Grad Diploma rather than continuing on to Masters
Bachelor of Business (Accounting) Charles Sturt University	Fletcher International Exports (DUBBO)	7 years	31/12/2010
Master of business administration Deakin University	CRF (Colac Otway) Pty Ltd (COLAC)	1 year	Completing final unit in June 2006
Bachelor of Science/Bachelor of OH&S Central Queensland University	John Dee Warwick Pty Ltd (WARWICK)	7 years	30/11/2012 No progress reported to date. Attended study workshop.
Graduate Certificate in marketing Charles Sturt University	Fletcher International Exports (DUBBO)	2 years	31/08/2006 Progress satisfactory
Post Graduate Diploma of Maintenance Management Central Queensland University	Australia Meat Holdings Pty Ltd (DINMORE/BOOVAL)	2 years	30/06/2006 Progress satisfactory

Graduate Certificate in Marketing Charles Sturt university	Fletcher International Exports (DUBBO)	2 years	1/05/2006 Awaiting progress report
Masters in Human Resource Management Charles Sturt University	Teys Bros (Holdings) Pty Ltd (BEENLEIGH)	1 year	30/06/2007 Progress satisfactory
Bachelor of Applied Science University of Queensland	Australia Meat Holdings Pty Ltd (DINMORE/BOOVAL)	6 years	30/12/2010 Awaiting progress report
Cert IV Human resource management Gunnedah TAFE	Bindaree Beef (INVERELL)	2 years	1/06/2006 Will complete final unit in June 2006.
Diploma of Business (Frontline Management) Barrier Reef Institute of TAFE	Australia Meat Holdings Pty Ltd (TOWNSVILLE)	1 year	10/06/2006 Will complete final unit within two months.
Diploma of Business (Frontline Management) Barrier Reef Institute of TAFE	Australia Meat Holdings Pty Ltd (ROCKHAMPTON)	1 year	10/06/2006 Will complete final unit within two months.
Bachelor of Business Southern Cross University	Northern Co-operative (Cassino) Meat Co Limited (CASSINO)	7 years	31/12/2009 Scholarship still suspended due to failed unit – is due to recommence July 2006
<b>APPROVED BUT YET TO START</b>			
Diploma of Occupational Health and Safety TAFE NSW (Tamworth)	Peel Valley Exports		Was approved in July 2005, has not yet started course
Diploma of Occupational Health and Safety TAFE NSW (Tamworth)	Peel Valley Exports		Was approved in July 2005, has not yet started course
<b>COMPLETED SCHOLARSHIPS</b>			
Advanced Diploma of Meat Processing (two units only) Great Southern TAFE	Harvey Industries Group		Completed December 2005
Advanced Diploma of Meat Processing (two units only) Great Southern TAFE	Harvey Industries Group		Completed December 2005
Advanced Diploma of Meat Processing (two units only)	WAMMCO		Completed December 2005

Great Southern TAFE			
Advanced Diploma of Project Management	WAMMCO		Completed May 2006
Certificate IV in Occupational Health and Safety	Shark Lake Meat Works		Completed July 2005
<b>WITHDRAWN FROM SCHOLARSHIP</b>			
Graduate Certificate in Industrial Relations Charles Sturt University	Fletcher International Exports		Intends to re-enrol in his course next year. May reapply for a scholarship then.
Masters in Business Administration	Formerly AMIC, now AMH		Withdrew due to change of jobs. May reapply next year.

#### 1.4 Continuing families scholarships

Qualification/Institution	Sponsor company	Duration	Due to complete
Bachelor of Exercise and Health Science (Rehabilitation), University of WA	Harvey Industries Group Pty Ltd (HARVEY)	3 years	9/11/2007 Progress satisfactory
Bachelor of Arts, Communications Studies University of Canberra	Monbeef Pty Ltd (COOMA)	4 years	31/12/2006 Deferred 2005, next report due July 2006.
Advanced Diploma Accounting then Bachelor of Commerce (Marketing) UWA	Fletcher International Exports WA Pty Ltd (ALBANY)	4 years	30/06/2007 Progress satisfactory.
Bachelor of Engineering University of Wollongong	Primo Australia (SCONE)	4 years	31/12/2006 Reports outstanding.
Bachelor of Science University of New England	Bindaree Beef (INVERELL)	3 years	31/12/2007 Progress satisfactory.
Bachelor of Applied Science University of Queensland	Rocky Creek Abattoir Pty Ltd (TOLGA)	3 years	30/11/2006 Satisfactory progress.
Bachelor of Veterinary Science, University of Sydney	Fletcher International Exports (DUBBO)	6 years Recently extended by 1 year.	31/12/2008 Satisfactory progress. Presented at conference.

Bachelor of Commerce - Agriculture, University of WA	Harvey Industries group	4 years	30/12/2008
Bachelor of Business, Commerce and Communication - majoring in management Monash University	G & K O'Connor Pty Ltd (PAKENHAM)	2 years	30/12/2006
Bachelor of Business converted to double degree Bachelor of Business Economics University of Newcastle	Fletcher International Exports (DUBBO)	4 years	30/11/2007
Bachelor of Occupational Therapy La Trobe University	Hardwicks Meatworks (KYNETON)	4 years	31/12/2008
Bachelor of Engineering, University of Queensland	Australia Meat Holdings Pty Ltd (DINMORE/BOOVAL)	4 years	30/06/2007
Bachelor of Natural resources/Bachelor of engineering, University of New England	Fletcher International Exports (DUBBO)	3.5 years	1/07/2008
<b>COMPLETED STUDENTS 2005/6</b>			
Bachelor of Business, University of Canberra	Cargill Beef Australia (WAGGA WAGGA)		Completed December 2005
Diploma Animal Technology Canberra Institute of TAFE	Monbeef		Completed January 2006
Bachelor of Arts/Bachelor of Business University of Ballarat	HW Greenhams		Completed July 2005
Bachelor of Visual Arts	Hardwick Meatworks		Completed January 2006
<b>WITHDRAWN FROM SCHOLARSHIP</b>			
Bachelor of Commerce in Accounting University of Canberra	Burrangong Meat Processors		Found part time job, couldn't commit to working at the abattoir in uni holidays.



**1.5 Undergraduate scholarships**

B. Science in Agriculture (Honours) University of Sydney	MLA/Rockdale Beef	1 year	30/11/2006 Progress satisfactory
Bachelor of Veterinary Science, University of Sydney	Primo Australia (SCONE)	4 years	31/12/2009 First report due July 2006. Attended study workshop.
Bachelor of Engineering (Mechanical) University of Ballarat	CRF (Colac Otway) Pty Ltd (COLAC)	4 years	30/11/2009 First report due July 2006. Attended study workshop.
Bachelor of Science (Resource & Environmental Mgt) Australian National University	Burrangong Meat Processors (YOUNG)	3 years	30/11/2008 First report due July 2006. Attended study workshop.

## 2 Reported dissemination of outcomes of research

In 2005/6, only one research student completed their project – Sriyani Jayasooriya. Sriyani completed her research report for the Meat industry earlier in 2005, prior to the completion of her thesis. She was not required to redo her report as nothing had changed. Her report was disseminated to industry in August of 2004.

Rajendra Kurup is due to submit his thesis in the next couple of months and we should see a report for industry very soon.

### 2.1 Collation of reports and dissemination to plants of skills scholarships from completed scholarships

---

Six reports from skills scholarships were disseminated to industry over the last 12 months. These were from:

- Jonathan Potter – Upskilling
- Philip Cranney – Upskilling
- Katie Brown – Families
- Jason Griffiths – Families
- Nicole Lees – Families
- Peter Gallagher – Upskilling. Peter withdrew from the program when he left the meat industry, however on completion of his qualification (self funded), he still submitted a report.

All these reports are attached. It is expected that over the next three months a number of additional reports will be received and disseminated, including:

- [REDACTED] – Upskilling
- [REDACTED] – Upskilling
- [REDACTED] – Upskilling
- [REDACTED] – Upskilling
- [REDACTED] – Upskilling
- [REDACTED] – Upskilling
- [REDACTED] – Upskilling

As the Undergraduate/Families scholarship holders tend to be students starting university straight from high school, it is usual that they don't complete until the end of the calendar year and therefore are not included in the above list.

### 2.2 Identification of industry funding support

---

This hasn't been completed. 2005/6 has been the first year that MINTRAC has allocated the total allotment of scholarships in each category. Over the next three months, MINTRAC will look at methods of attracting further funding from industry now that the interest in the scholarship program has increased.

### 2.3 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.

### 3 Newspaper articles

Scholarship for young vet  
Maitland Mercury  
Tuesday, 13 June 2006

**mercury news**

# Scholarship for young vet

Michael Healy, 20, has been selected as the recipient of a \$20,000 National Meat Industry Training Advisory Council (MINTRAC) scholarship.

Mr Healy, a former All Saints College, St Mary's Campus student, is a second-year veterinary science student at Sydney University.

He applied for the scholarship after his first year of studies and was required to submit a written application outlining why he believed he was a suitable candidate.

"The program appealed to me because it provides a great opportunity to work around large animals, developing new skills and giving a practical insight into what I learn at university," Mr Healy said.

Unlike other students who work in bars or restaurants during semester breaks, Mr Healy will be spending his break at Scone meat processing plant Primo as part of the scholarship.

He will get six weeks paid work a year at Primo while at the same time gaining experience with large animals and furthering his knowledge in the areas of animal welfare, animal behaviour and stock handling.



**INDUSTRY INTEREST:** Michael Healy will use the \$20,000 scholarship to further his fledgling career as a veterinary scientist.

"I hope to become more aware of veterinary-related issues facing the beef and pork production industries," he said.

Mr Healy found out about the scholarship on the university's website. The \$5000 he will receive each year for the rest of his degree will go towards helping him cover the costs of rent and university fees.

Mr Healy said he was enjoying

the veterinary science course but it was challenging.

"I'm really looking forward to going out to farms and practices and applying what I have learnt in lectures in a practical situation," he said.

Mr Healy recommends students choose courses that they are interested in and to apply for relevant scholarships.

### **Seven university scholarships for Dubbo's Meat Processors**

Seven employees from Fletcher International Exports are recipients of a Meat Industry scholarship, paying for university course fees. Four of these employees are long standing employees at Fletchers, while three are relative new comers to the industry, who were rewarded with scholarships when they commenced university after completing the HSC.

MINTRAC, the National Meat Industry Training Advisory Council, provides a number of scholarships across Australia to existing employees and undergraduates with no prior experience to study for university qualifications relevant to the meat industry. The aim of the scholarships is to up-skill meat industry employees and to encourage young university students to consider the industry as a career option on graduation.

Fletchers are strong supporters of the scholarship program. They have applied for and won four upskilling scholarships. Phil Cranney last year completed a Graduate Diploma of Agribusiness and is now working towards a Masters of Agribusiness. Kent Dickens is part way through a Bachelor of Business (Accounting). Anthony Hall and Graham Lyons are both studying for a Graduate Certificate in Marketing. Between full-time jobs and family life, they all find it difficult to accommodate study into their schedules. But as Phil recently told a conference of Meat Industry Trainers "While I sacrificed much family time in order to complete my studies this year, it was made a great deal easier since there was no drain on the family's finances."

Fletchers also have three young school leavers working with them part time whilst studying at university. Cassandra Robinson is now in her forth year of a Bachelor of Veterinary Science at the University of Sydney, Tim Wellington is studying for a Bachelor of Environmental Science at UNE, while Craig Spradbrow is studying for a double degree – Bachelor of Business and Economics. All these qualifications are highly sought after in the Meat Industry. With the experience they have gained at Fletchers, Cassandra, Tim and Craig will no doubt have very little trouble finding a position in the industry on completion of their studies.

**(Will appear in the Daily Liberal in Dubbo in June 2006)**

## **MINTRACker newsletter articles**

July 2005

### **The scholarship program so far**

Since the inception of the scholarship program in 2002, MINTRAC has funded over 100 students. Already we have seen 28 people graduate and there are many expected to complete their studies in 2005. An evaluation of the program was carried out earlier this year. Participating companies, non-participating companies and scholarship holders were asked to complete a questionnaire regarding their understanding and experiences with the scholarships. The most interesting findings are as follows:

- 82% of families scholarship holders had worked in the meat industry prior to commencing their scholarship and the majority of them stated that they would most likely seek employment in the industry or in an occupation associated with the industry on completion of their course
- 92% of companies surveyed believe that the employee Upskilling scholarships were of most value to the industry
- 87% of Upskilling scholarship holders felt that the scholarship had enabled them to improve the way they carried out their existing duties and 80% stated that the scholarship had enabled them to seek a promotion
- 67% of the companies supporting scholarships monitored the progress of their staff and provided time off work (or adjusted hours), while half provided tutorial/mentor support and /or financial support for travel. Many companies also promoted their scholarship recipients to other staff members, and some even to the local community

Of the companies who do not support scholarships, there were only a small number who were not interested in promoting the scheme to their staff. The evaluation also found areas in which MINTRAC could improve:

- we need to increase company participation rates as currently only 11% of all AMPC companies are sponsoring scholarships. Promotion strategies are currently being reviewed. We are also revising the number of scholarships offered in each category, based on the priorities of companies surveyed. We need to improve the level of support we give to scholarship holders. Strategies include: • providing twice-yearly study skills workshops for upskilling and families students
- setting up networks for students involved in similar research projects or qualifications
- addressing students' issues by offering phone/email support when necessary.

For more information on the scholarship program, check the website, or contact Jodie Hummerston on 1800 817 462.

July 2005

## **Craig Spradbrow – the future of Fletcher International Exports?**

Craig Spradbrow comes from a long line of Meat Industry employees. His grandfather, uncle, father and step-mother have all worked at Fletcher International Exports and Craig joined them as a trainee after completing the HSC and was employed there until a lack of stock numbers because of the drought caused his redundancy.

In 2004 Craig applied and was accepted into Newcastle University to undertake a Bachelor of Business. Fletchers International Exports sponsored Craig and he was awarded a MINTRAC Families scholarship.

By the end of 2004, Craig had successfully completed eight units – earning six distinctions and two credits. At the beginning of 2005 Craig re-enrolled into Bachelor of Business/Economics to broaden his qualifications. Craig has two and a half years left and expects to finish his studies at the end of 2007.

It is evident in the way Craig utilises his scholarship that he has a good eye for business. Craig is from Wellington while his university is some 400km away in Newcastle. Until this year Craig has used his scholarship to pay for accommodation and a small percentage of his course fees. However, after some research at the university, he found an additional grant to cover accommodation which did not affect his MINTRAC scholarship. The combination of these two scholarships will enable him to complete his studies at minimal cost to himself or his family. In the long run, the savings will amount to tens of thousands of dollars.

Fletchers, too have been very wise in sponsoring Craig. As part of his scholarship, Craig is required to work at the plant for six weeks per year, which he does during the summer break. Instead of using Craig on the floor as a labourer, Fletchers put him into the office where his training is being utilised. Craig's work consists of tasks such as:

- data entry, analysis and reporting
- use of transaction processing systems
- auditing.

Craig believes his training will be of benefit to Fletchers in the long run because "an increase in trained and professional managers and marketers will lead to higher productivity for the industry and individual business." David McKay's (Plant Manager) comments when Craig applied for his scholarship reflected these sentiments. Fletchers seems to be ensuring that they make the most of Craig's training and work experience during his scholarship to prepare him for a future managerial role.

September 2005

## **Can eating red meat after exercise increase muscular growth and strength?**

*Ask Jessica Mathers – another MINTRAC scholarship holder*

Jessica Mathers is a PhD student in the School of Exercise and Nutrition Sciences at Deakin University, Melbourne. She was awarded a MINTRAC PhD scholarship for her research into the effects of dietary meat consumption, in conjunction with strength training, on muscular growth and strength in the elderly population. Jessica believes that red meat will provide a valuable source of essential amino acids, zinc and iron all needed for efficient and rapid muscle repair and growth. This in turn will reduce muscular soreness and inflammation after exercise.

In order to test this theory, Jessica will be working with a group of women between the ages of 60-75 years. The women will participate in a 12 week program involving strength resistance training and red meat meals.

Three times a week, the participants complete a 45 minute strength training session with a personal trainer followed by a meal containing either red meat or carbohydrates. Throughout the program, several repetition maximum tests (lifting the largest weight they can five times) are completed to indicate strength progress. Their leg force, power and velocity production are also monitored after each training session.

Either side of the twelve week program the participants complete a trial day involving two thigh muscle biopsies, a blood sample, a DEXA scan (full body X-ray), a CT scan (thigh muscle), a leg strength exercise, a meal (red meat or carbohydrate) and a zinc and iron test. This research will also use the latest gene analysis to measure the growth and inflammatory responses within the muscle cells of the exercising women.



To date, Jessica has not had any drop-outs from the program and hopes to complete the major focus of her study by the end of the year. We are looking forward to seeing the results.

For further information, contact Jessica Mathers at [jlmather@deakin.edu.au](mailto:jlmather@deakin.edu.au).

December 2005

## **Meet an Undergraduate scholarship holder – Ashley Strike**

### **Bachelor of Engineering – Electrical and Computer**



#### **Australia Meat Holdings**

Ashley Strike was sponsored by Australia Meat Holdings in 2003 to apply for a MINTRAC Undergraduate scholarship. This arrangement was unique as his father was actually employed at Rocky Creek Abattoir, not AMH. Working at AMH has meant that Ashley has been able to continue his employment throughout the semester, rather than just working in university holidays.

AMH and Ashley have embraced the scholarship program and Ashley has been put to work in areas that utilise and build on his university-learned skills. During plant shut-down periods, he has worked with maintenance electricians and engineers involved in the repair and improvement of the electrical systems and equipment employed by the plant.

He has worked on special projects including:

- improving fault-finding of electrical equipment
- reviewing and updating of electrical schematics, switchboard locations
- equipment identification and labelling.

Steve Smith, the Engineering Manager at AMH Dinmore plant stated that Ashley's labelling system has now been "enhanced with his development of a labelling program and is being utilised to standardise equipment labelling across the plant"

Ashley's experiences with AMH highlight how useful the MINTRAC Undergraduate Scholarship can be to both the employer and the student. When the scholarship student is able to work in a department that is relevant to their qualification, they are able to utilise their skills expand on the knowledge learnt at university. At the same time, the company gets a valuable employee who is able to contribute something lasting for the plant, not just a gap filling labourer.

Ashley still has 12 months left of study at the Queensland University of Technology. Let's hope at the end of that time we manage to hold on to him.



## **March 2006**

### **MINTRAC scholarship program 2006**

The MINTRAC scholarship program has been running since 2000. Over the years the program has been evolving in order to better meet industry and student needs. Following last year's evaluation of the program, several important changes were made – mostly in the Undergraduate (formerly families') scholarship scheme, but also in the Employee Upskilling and Postgraduate schemes.

Students can now qualify for an Undergraduate scholarship even if they have no prior connections to the industry. There is much greater scrutiny of each application. The committee, made up of two processors, one AMPC staff member and one MLA staff member, reviews every application and selection is now much tougher. Companies now need to stipulate how a student will be employed in the plant to ensure there are long-term benefits for the student as well as the industry. We have accepted four students this year, in Engineering, Environmental science, and Veterinary science.

These students will also take part in the MLA Undergraduate program which involves undertaking a major research project for their sponsor company in their final summer break from university.

Previously, a number of Employee Upskilling students found they could not cope with study and fulltime employment and withdrew from the courses early on. To help solve this problem companies are now required to support their scholarship students, ensuring they have enough time to study and have access to company information required to complete assignments. They are also asked to monitor students' progress and ensure they are meeting the requirements of their study and their scholarships.

Postgraduate students are now requested to attend the MLA Postgraduate Scholarship workshop. This consists of two days of presentations by students to other students to show what other research is happening in the industry. The workshops give students the opportunity to meet other people working in the same field, but also open their eyes to the vast areas of research applicable to the industry.

Final reports, written by students from all scholarship schemes are published and included in the MINTRAC Scholarship Program Research Outcomes folder which is distributed to all AMPC members and anyone else who requests a copy. The outcomes are also posted on the MINTRAC website.

So you can see that we have taken note of the feedback from the evaluation process and implemented some of the suggestions you made. But we have not stopped there – we also help the students who are not eligible for a MINTRAC scholarship by providing links on our website to over 40 other scholarship websites.

For more information on the scholarship scheme, go to the MINTRAC website, [www.mintrac.com.au](http://www.mintrac.com.au) or contact Jodie Hummerston on 02 9819 6699.

**June 2006**

**MINTRAC Scholarship holder – Angela Flett**

**Angela Flett from CRF (Colac Otway), completes her Master of Business Administration this month.**

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 operation. 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 managements and management communications.



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 eight, 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 company. They were very flexible, which helped her to commit to her studies as necessary. She also commented to delegates at the 2006 MINTRAC conference that exceptional motivation and organisational skills were essential to her getting through 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.