



final report

Project code: A.MIN.0039
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Date submitted: June 2005

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

Training managers' network: advocacy, technical expertise and innovation uptake

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.

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1 Requirements

Training Managers' Networks June 15 2006 Final Report received and accepted by MLA, including: details of the delivery of a minimum of 12 training managers network meetings around Australia; and the programmed specialist workshop activities for the year.

2 Background

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

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

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

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

Firstly regular workshops have been held for industry training personnel which:

- address AQTF issues and appropriate ways of ensuring compliance
- highlight recent MLA projects and show how the outcomes can be incorporated into contemporary industry training (e.g. new smallgoods manufacturing guidelines)
- help develop industry strategies to satisfy auditor and reviewer demands for training, assessment and currency information
- provide a forum for developing whole of industry training strategies and an opportunity for face to face dialogue with state training authority and meat industry regulatory personnel.

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

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

The project has built on the highly successful state networks of technical training managers established for the processing sector with past MLA/AMPC funding. These strong and active networks will form an ideal springboard for extension activities to promote the implementation and uptake of MLA research and development outcomes.

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

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

3 Progress

The project had the following milestones:

Activities	Target Date	Progress made
Advocacy on behalf of the industry with the individual State Training Authorities.	On going	Ongoing
MLA to identify the priority research area requiring innovation uptake	15 September 2005	Completed
Set dates for first round of Training Managers Network meetings (See below)	1 September 2005	Completed
Set dates for second round of Training Managers Network meetings (See below)	1 February 2006	Completed
Deliver first half of professional development training for meat industry trainers and assessors	1 February 2006	Completed
Conduct second round of Training Managers Network meetings and deliver second half of professional development training calendar for meat industry trainers and assessors	8 June 2006	Completed

4 Activities and achievements

4.1 Network Meetings (first round)

The following network meetings were held nation wide.

Date	Location
5 August 2005	Perth WA
2 November 2005	Melbourne VIC
13 September 2005	Wagga NSW
31 August 2005	Inverell NSW
13 October 2005	Brisbane QLD
3 November 2005	Adelaide SA
23 September 2005	Perth WA
24 May 2006	Wagga Wagga NSW
8 June 2006	Perth WA
21 April 2006	Brisbane QLD
17 May 2006	Melbourne VIC
10 May 2006	Adelaide SA
1 June 2006	Tamworth NSW
8 June 2006	Perth WA

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

4.2 Professional Development

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

17. Date	Location	Professional Development Program
16 September 2005	Adelaide	National Animal Welfare Standards awareness session
10-15 August 2005	Wingham NSW	Trainer and Assessor program
22 -26 August 2005	Dubbo NSW	Diploma in OH&S residential workshop
20-21 September	Perth	Internal Auditor

2005		
27-29 September 2005	Sydney	Principles of HACCP
21 October 2005	Melbourne	National Animal Welfare Standards awareness session
24-26 October 2005	Melbourne	Principles of HACCP
27-28 October 2005	Melbourne	Advanced HACCP
4 November 2005	Perth	National Animal Welfare Standards awareness session
9-10 November 2005	Sydney	National QA and Meat Safety Trainers conference with speakers from Meat Authorities, MLA and industry.
17 November 2005	Dubbo	Assessment moderation day
14 November 2005	Adelaide	Assessment moderation day
9-10 February 2006	Tamworth	Internal auditing
7-9 March 2006	Wingham NSW	Principles of HACCP
27-28 April 2006	Melbourne	Refrigeration Index
2-3 May 2006	Melbourne	Internal Audit
22-23 May 2006	Adelaide	Refrigeration Index
5-6 June 2006	Melbourne	Internal Audit
25 May 2006	Brisbane	Refrigeration Index
13-14 June 2006	Tamworth	Refrigeration Index

4.3 Meetings with State Training Authorities

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

Date	Location	Purpose of meeting/consultation
10 July 2005	Perth	Allocations for traineeships and review of training package
2 August 2005	Adelaide	Allocations for traineeships and review of training package
5 August 2005	Hobart	Allocations for traineeships and review of training package
16 August 2005	Brisbane	DET to consider standardised delivery strategy for Processing sector
14 September 2005	Brisbane	User choice compliance breach for tracking training hours
21 September 2005	Brisbane	Qld DET standardised retail assessment for private RTOs
12 October 2005	Brisbane	RTO moderation day
17 November 2005	Brisbane	Qld DET
23 November 2005	Melbourne	Private RTOs meet to prepare for meeting re funding and priority meeting.
28 November 2005	Melbourne	OTTE meeting with RTOs to discuss priority rating.
12 January 2006	Brisbane	DET to discuss standardised delivery assessment and hour's model.

12 May 2006	Brisbane	DET re funding of Level III Traineeships
19 April 2006	Brisbane	DET re Delivery Model and new funding arrangements
26 April 2006	Sydney	Funding for NSW delivery of training for industry
18 May 2006	Sydney	Finalise arrangements for \$470K additional funding for meat industry training.
8 June 2006	Perth	Curriculum maintenance Unit re the Food Services Traineeship

5 Technological transfer for appropriate R&D projects

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

5.1 Food safety

MINTRAC has again facilitated a national workshop for meat industry regulatory authorities, State Training Authorities and all the Registered Training Organisations associated with the delivery of meat inspection and QA training throughout Australia. At the workshop MLA discussed current food safety issues and how training providers and meat inspection and QA practitioners may access MLA products. MLA representatives also spoke at training manager workshops on animal welfare issues and specifically regarding electrical stunning.

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

5.2 Environment

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

5.3 Occupational Health and Safety

MINTRAC has worked to provide ongoing support to a wide range of MLA OH&S projects in both NSW and Victoria. This has been accomplished by arranging funding and delivery of Certificate IV and the Diploma level OH&S training for Managers and Supervisors in order to facilitate the full implementation of the OH&S programs being undertaken. In NSW a further 50 Certificate IV places and 30 Diploma places have been funded for 2005/6.

5.4 Quality Assurance Manager Network Groups

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

5.5 Management, Leadership and Organisational Competence

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

6 Attachment 1: Minutes from 2005-6 Training Manager network meetings (in chronological order) - Confidential