

FINAL REPORT

PROJECT CODE: 2019 - 1037

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DATE SUBMITTED: December 2020

DATE PUBLISHED: December 2020

PUBLISHED BY: TAFE QLD

The Australian Meat Processor Corporation acknowledges the matching funds provided by the Australian Government to support the research and development detailed in this publication.

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1.0 EXECUTIVE SUMMARY

This project involves the delivery of the Diploma of Meat Processing (technical program) to employees nominated by their respective meat processing plants. This qualification is designed for emerging and existing leaders within the Meat Processing industry. It is ideal for leaders that have a team and are looking to upskill in areas such as leadership, process improvement and food safety.

6 units (plus 4 pre requisite units) – listed below:

- ✓ AMPCOR401 Manage own work performance
- ✓ AMPCOR402 Facilitate Quality Assurance process
- ✓ AMPCOR403 Participate in workplace health and safety risk control process
- ✓ AMPCOR404 Facilitate hygiene and sanitation performance
- AMPMGT501 Design and manage the food safety system
- AMPMGT504 Develop, manage and maintain quality systems
- AMPMGT506 Manage utilities and energy
- AMPMGT508 Manage environmental impacts of meat processing operations
- AMPMGT509 Manage, maintain and continuously improve workplace health and safety plans and systems
- BMGT605 Provide leadership across the organisation

TAFE Queensland largely measures success by the number of students who complete our programs. In this program we only had one student withdraw due to personal reasons.

Workshops (away from the workplace) were undertaken. These are held over three days for each workshop. They allowed for time between each workshop for the exploration and the application of what was learned. The workshops were delivered across a twelve month period in Brisbane. We did however have to run the last workshop via zoom due to COVID. This worked OK, but it made participant interaction very difficult and also working together in groups through the activities. As participants knew each other well they made the on-line program workable.

2.0 INTRODUCTION

This program has been running over many years now and we have companies recruiting for this program biannually. It has become a valued qualification with many successful candidates and outcomes. It has long been a criticism of the meat industry that they promote from within however, don't always provide training and support their new managers and leaders effectively. This program assists in addressing this issue. This program also seeks to assist with retention of good staff and also shows employees that the industry is serious about a career path.

- As part of this program each individual undertook a number of projects that improves the operation of their work area in time, cost and quality savings. The assessments are applied directly in the workplace.
- Coaching and mentoring occurred between workshops and advice given for projects. This was done via phone, email, skype/zoom. Our TAFE staff were at many of these plants regularly so there is also opportunity to speak to TAFE staff face to face if participants needed extra support.
- The Graduation ceremony at the industry conference was not able to undertaken due to COVID restrictions. Our staff have however, gone to individual plants to be part of a presentation of the Diploma to the successful students.
- Collection of feedback has occurred both formally and informally.

3.0 PROJECT OBJECTIVES

- **3.1 Development of industry contacts and a network of industry people outside of your current workplace**
- This was achieved by the networking that occurred at the workshops. This networking often continues long after the program has been completed.
- **3.2 The ability of the individual to make real changes to their specific work area by applying the knowledge and skills learned during the program**

- This was demonstrated in their assessment pieces. Many of the projects the participant must present their work to management as a form of continuous improvement.
- **3.3 Transferring the learning on-the-job**
- This was demonstrated in their work based projects for assessment. Assessments are generally project based.
- **3.4 Increasing individuals knowledge, skills and confidence**
- This was demonstrated by the feedback received from the employers of these individuals.
- Most participants who have stayed in the industry have been promoted to more responsible and demanding positions.
- **3.5 Investing in the future of individuals**
- Education and training is one of the most effective ways to invest in an individual.
- The retention of most participants within in the industry demonstrates that the investment in these employees has been valuable.
- **3.6 Investing in future industry leaders**
- This will become clearer as each individual progress in the industry. From previous history of the diploma program many participants have stayed in the industry and have taken on higher duties within the company they work for.

4.0 METHODOLOGY

The diploma program has been designed by delivering 4 by 3 day blocks at a venue in Brisbane. Most participants have to travel and stay at the diploma venue or close by. We encourage participants not only to interact with each other in the class by also socially over meals and drinks. The networking of this program is a very important component and should not be undervalued. Many previous participants have stayed in contact even years after they complete. The delivery strategy in the class is based on providing information then the participants formed into groups are given activities where they pool their knowledge and experiences to the activities and then present their work to the remainder of the class.

The training methodology is about applying the principles of the learning in the class before using this newly acquired knowledge in a project at their plant.

5.0 PROJECT OUTCOMES

- These participants are now ready to take on management and leadership roles within the meat industry.
- The staff who are already in management roles and are ready for a promotional opportunity are showing a higher level of skill and knowledge on the job. This has been identified by their companies.
- A group of employees ready to take on management and leadership positions as they become available
- Assistance for a succession plan for the industry and individual companies (workforce planning)
- Investment in employees in the meat industry
- A very practical and direct way to provide a career path for employees
- Improvements to the workplace through workplace projects (feedback from Managers in certain plants)
- Talent Management and identification - further workforce planning

6.0 DISCUSSION

We have had a good retention rate of students with only one student withdrawing during the program.

7.0 CONCLUSIONS/RECOMMENDATIONS

The skills and knowledge that these participants gain as part of the program have benefitted the industry long term. It promotes a career pathway in the industry which can assist in talent management of staff and also retention of this talent. It is hoped that this generation of leader will then see the benefit of 'life-long' learning for the staff that they in turn manage and influence.

I recommend that this program remains a face to face delivery strategy, due to networking and learning off each other.

It is important for participants to be recognized for their hard work and dedication. Unfortunately with the cancelation of the MINTRAC conferences this year a graduation ceremony wasn't held. I recommend when restrictions ease that this time of celebration and recognition in front of their peers recommences.

FEEDBACK – From the students was strong.

Comments made,

- You pushed me for which I thank you
- It was great having industry teachers

- Initially I was reluctant about doing the in class activities, boy I learnt a lot from them.
- I am still in contact with some of the others
- Didn't get as much out of the on-line class, more face to face.
- Give everyone heads up on some documents to prepare.
- Learnt just as much after the class at drinks time.
- A well thought out course delivered by industry people.
- Adapting to change was seamlessly done.

8.0 BIBLIOGRAPHY

N/A

9.0 APPENDICES

N/A

10. GOOD NEWS STORIES

To-date 5 of the 6 participants who were eligible for AMPC funding have completed. The remaining participant is expected to complete early next year.

There were 2 other students of which 1 has completed and the other is still working towards completion.

Steve Bichel was recognized for his hard work and was presented his Diploma of Meat Processing at the Senior Management meeting at Kilcoy Global Foods by the COO and Glen Eckhardt TQ.

Blaze Baker JBS Longford is already taking on extra responsibilities in duties at her plant.

Chloe Gould and Marnie Mannering TEYS Australia have started new projects at their plants.