

Training the next generation of meat inspection trainers

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1.0 EXECUTIVE SUMMARY

This project sought to provide a week-long residential program for 10-15 people who are seeking to become meat inspection trainers. The project sought to address an urgent need to replace retiring trainers and to ensure there is currency and consistency in practice along new trainers.

The program comprised up to 20 sessions designed to ensure new trainers are fully apprised of current regulations, research, technology and trends in meat inspection.

Candidates for this program were required to already hold a Certificate IV in Meat Processing (Meat Safety), and a current Certificate IV in Training and Assessment. These two qualifications form the minimum requirements for any person seeking to deliver meat inspection training.

The budget for this program covered facilitator fees, venue and catering. Candidates were required to meet their own travel and accommodation costs.

The week-long residential program was run in Wagga Wagga, NSW in February 2019. We ended up with nine participants, with one person having withdrawn on the Friday before we were due to start. Two RTOs which had previously committed to send participants withdrew due to industry and workload demands in the week prior to the program. Many of the presenters elected to stay for additional sessions so that they could contribute to the discussion.

Sessions included:

- Introduction and course overview
- Qualifications overview
- Training delivery models
- Unpacking the T&A resources
- DAWR presentation
- State Department requirements; Phone presentation from those unable to attend in person
- Red Meat Integrity system
- Meat Science research presentation
- Using the Exam Generator and image library
- Collecting animal health data
- Current and emerging animal welfare requirements
- Unpacking the Australian Standard
- MHA refresher
- Internal auditing

- Knife sharpening refresher
- Inspection techniques
- Ante-mortem inspection – facilitating student participation
- EAD preparedness
- RFP Workshop
- The minor species – where to find and access expertise
- Designing the on-floor practice program
- Designing and validating assessment tools
- Student presentations
- Access to continuing professional development.

The attendees from the workshop have been unanimous in their praise for the program and its value. Many of them have maintained contact with the speakers and continue to develop their meat inspection training capability.

It was disappointing that we were unable to attract people from the two of the states which are suffering the most critical shortages of trainers: Victoria and Western Australia. RTOs in both of these states were either unable to find suitable recruits or were just so busy that they could not release people to attend the training. These two states continue to have difficulty meeting the demand for trainers.

This program was a valuable means of preparing future meat inspection trainers. However it was both costly to run and time consuming for the attendees. MINTRAC will look at the feasibility of providing a similar professional development program by webinar in the future.

We are grateful for the support provided by AMPC for this program.

2.0 INTRODUCTION

This project sought to provide a week-long residential program in Wagga Wagga for 10-15 people who are seeking to become meat inspection trainers. The project sought to address an urgent need to replace retiring trainers and to ensure there is currency and consistency in practice along new trainers.

The program was structured to consist of up to 20 sessions designed to ensure new trainers are fully appraised of current regulations, research, technology and trends in meat inspection.

Candidates for this program were required to already hold a Certificate IV in Meat Processing (Meat Safety), and a current Certificate IV in Training and Assessment. These two qualifications form the minimum requirements for any person seeking to deliver meat inspection training.

The budget for this program covered facilitator fees, venue and catering. Candidates were required to meet their own travel and accommodation costs.

3.0 PROJECT OBJECTIVES

This project sought to:

- address an emerging and critical skills shortage in the area of meat inspection training;
- ensure that Australia's meat inspection qualifications continue to be delivered to a nationally consistent standard expected by processors, regulators and customers; and
- ensure that new meat inspection trainers are appraised of current changes, research, standards and specifications affecting meat inspection.

4.0 METHODOLOGY

This project sought to provide a week-long residential program for 10-15 people who are seeking to become meat inspection trainers. The project sought to address an urgent need to replace retiring trainers and to ensure there is currency and consistency in practice along new trainers.

The program comprised up to 20 sessions designed to ensure new trainers are fully appraised of current regulations, research, technology and trends in meat inspection.

Candidates for this program were required to already hold a Certificate IV in Meat Processing (Meat Safety), and a current Certificate IV in Training and Assessment. These two qualifications form the minimum requirements for any person seeking to deliver meat inspection training.

The budget for this program covered facilitator fees, venue and catering. Candidates were required to meet their own travel and accommodation costs.

The week-long residential program was run in Wagga Wagga, NSW in February 2019.

5.0 PROJECT OUTCOMES

The workshop was held in Wagga Wagga from 12-15 February as planned. Overall it was a very successful week, and despite its intensity the participants were enthusiastic about the program and its value. All participants met their own travel and accommodation costs, while the cost of venue, speakers and catering were covered by the program.

5.1 Participants

We ended up with nine participants, with one person having withdrawn on the Friday before we were due to start. Two RTOs which had previously committed to send participants withdrew due to industry and workload demands in the week prior to the program.

Many of the presenters elected to stay for additional sessions so that they could contribute to the discussion.

1	Angie Karpene	Response
2	Shannon Walker	TAFE NSW
3	John Milton	Meat Inspectors
4	Hazel Kisteria	Meat Inspectors
5	Kurt Matiu	Meat Inspectors
6	Rhys Van Den Berg	Food Safety Alliance
7	Martin Izzard	Verto
8	Scott Clarke	TAFE Qld
9	Nick Hole	TAFESA
10	Neville Price	TasTAFE

5.2 Actual program

The final program is below. A great deal of work and preparation went into this program, firstly to align it as closely as possible with the type of training and units likely to be used in a typical program, and secondly to bring the best possible speakers and facilitators to the table. We used a good mix of practical activities and tried to ensure there was ample opportunity for discussion. We also set homework activities and through the organized evening meals enabled participants to chat informally with some of the presenters.

Delivering training in meat inspection – the next generation

Location: Carriage House Motel, Wagga Wagga

Day 1 - Monday 11 February 2019

Time	Duration	Topic	Presenter
9.00	15 mins	Introduction and course overview	Jenny Kroonstuiwer, MINTRAC
9.30	1 hour	Qualifications overview	Clive Richardson, MINTRAC

10.30	15 mins	Morning tea	
10.45	1 hour	Training delivery models	Clive Richardson, MINTRAC
11.45	45 mins	Unpacking the T&A resources	Jenny Kroonstuiwer, MINTRAC
12.30	1 hour	Lunch	
1.30	1.5 hours	DAWR presentation <ul style="list-style-type: none"> • Role, structure and responsibilities of DAWR • Structure of AEMIS • AAO application process • ELMER; MICOR; PHI • Development and distribution process for Meat Notices 	John Ryan, Acting National Veterinary Technical Manager in the Meat Exports Branch, DAWR
3.00	15 mins	Afternoon tea	
3.15	15 mins each	State Department requirements; Phone presentation from those who can't attend in person <ul style="list-style-type: none"> • 3.15-3.30 NSW • 3.30 -3.45 Qld • 3.45-4.00 Vic • 4.00-4.15 SA • 4.15-4.30 WA • 4.30-4.45 Tas 	<ul style="list-style-type: none"> • Biosecurity NSW Mark Mackie <i>attending</i> • SafeFood <i>sent written information</i> • Ray Rieck, PrimeSafe <i>by phone</i> • PIRSA, Craig Heard, <i>by phone</i> • Vic Andrich, HDWA, <i>by phone</i> • Owen Hunt, DPIPW <i>by phone</i>
4.45		Finish	
6.30		Dinner Guests: DAWR and State regulators	



Group at work – Day 1

Day 2: Tuesday 12 February 2019

Time	Duration	Topic	Presenter
9.00	15 mins	Re-cap of Day 1; Q&A	
9.15	45 mins	Red Meat Integrity system	Kathleen Allan, MLA
10.30	15 mins	Morning tea	
10.45	1.25hrs	Meat Science research presentation <ul style="list-style-type: none"> • Current research in Meat Science • Getting access to current research outcomes 	Matt O’Bryan, AMPC Ian Jenson, MLA
12.00	30mins	Using the Exam Generator and image library	Clive Richardson, MINTRAC
12.30	1 hour	Lunch	
1.30	30 mins	(Continued) Using the Exam Generator and image library	Clive Richardson, MINTRAC
2.00	1 Hour	Collecting animal health data <ul style="list-style-type: none"> • Health 4 Wealth project • The new Unit of Competency • SHMP 	Clive Richardson, MINTRAC

		<ul style="list-style-type: none"> • Livestock data link • Proving feedback to producers 	
3.00	15 mins	Afternoon tea	
3.15	1.5 hrs	Current and emerging animal welfare requirements AWOSS update	Leisha Hewitt
4.45		Finish Homework: Prepare an exam paper	
6.30		Dinner Guests: CSU graduates	



Leisha Hewitt presents – Day 2

Day 3: Wednesday 13 February 2019

Time	Duration	Topic	Presenter
9.00	15 mins	Re-cap of Day 2; Q&A	
9.15	1.25 hrs	Unpacking the Australian Standard	Mark Rickard
10.30	15 mins	Morning tea	

10.45	1.75 hrs	MHA refresher	Tom Collyer
12.30	1 hour	Lunch	
1.30	1.5 hrs	Internal auditing	Murray Izzard
3.00	15 mins	Afternoon tea	
3.15	1.5 hrs	Knife sharpening refresher	Scott Robinson
4.45		Finish Homework: Prepare a presentation	
6.30		Dinner Guests: Experienced trainers	

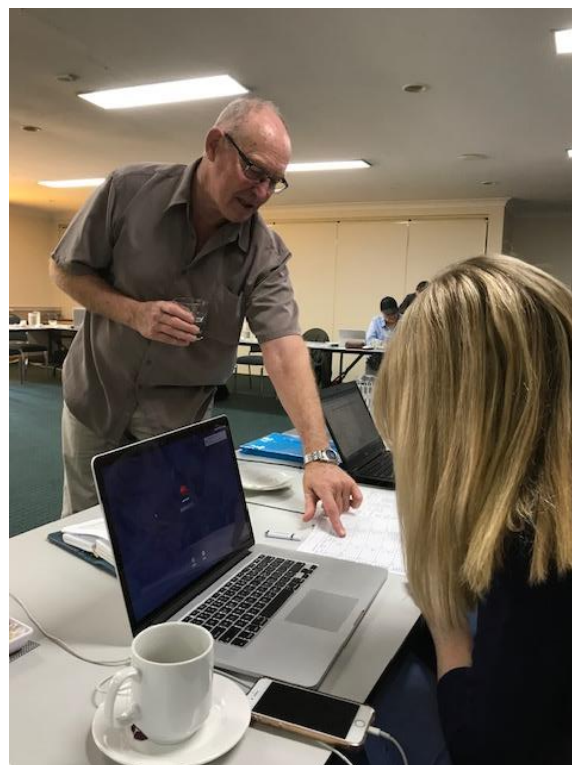


Knife sharpening – Day 3

Day 4: Thursday 14 February 2019

Time	Duration	Topic	Presenter
9.00	15 mins	Re-cap of Day 3; Q&A	

9.15	1.25 hrs	Inspection techniques	Tom Collyer
10.30	15 mins	Morning tea	
10.45	45 mins	Ante-mortem inspection – facilitating student participation	Clive Richardson, MINTRAC
11.30	1 hour	EAD preparedness	Joan Lloyd
12.30	1 hour	Lunch	
1.30	1.5 hrs	RFP Workshop	Neville Spencer
3.00	15 mins	Afternoon tea	
3.15	45 mins	The minor species – where to find and access expertise	Collective discussion
4.00	45 mins	Designing the on-floor practice program	Clive Richardson, MINTRAC
4.45		Finish	
6.30		Dinner Own arrangements	



Tom Collyer presents – Day 4

Day 5: Friday 15 February 2019

Time	Duration	Topic	Presenter
9.00	15 mins	Re-cap of Day 4; Q&A	
9.15	45 mins	Designing and validating assessment tools	Sharon Fitzgerald, MINTRAC
10.00	.45 mins	Student presentations (1)	Participants
10.30	15 mins	Morning tea	
10.45	45 mins	Student presentations (2)	Participants
11.30	15 mins	Access to continuing professional development	Jenny Kroonstuiwer, MINTRAC
11.45	30 mins	Course evaluation and presentation of certificates	Jenny Kroonstuiwer, MINTRAC
12.15		Lunch and Finish	



The whole group – Day 5

5.3 Preliminary evaluations

Participants were asked to complete an evaluation form at the completion of the program, and all 9 returned the form. The complete summary is provided as Attachment 1. A few general observations:

- all sessions were rated from 3-5 on a scale of 1-5; the lowest score was 24/45.
- the animal welfare session presented by Leisha Hewitt and the knife sharpening session from Jeff O'Malley were rated joint highest with a score of 42/45.
- some felt that the location was not appropriate and would have preferred a capital city.

The (unedited) comments from the participants are as follows.

What did you find most valuable about this workshop?

- gaining knowledge from experts in their fields; unpacking Australian Standards; animal welfare; exam generator
- The opportunity to tap into the knowledge of the 'legends'; also focus on relevant meat inspection units
- Refreshing all aspects of meat inspection training
- Presentations from different industry experts; volume of information
- Qualification review; training delivery models; unpack T&A materials; EAD preparedness
- animal welfare was really good and internal auditing was very informative
- exposure to industry organisation experts; the exercises from Mark and Tom

If we were to run a workshop like this again, what changes would you suggest?

- I don't think any changes are needed; workshop was excellent
- student presentations spread over course to avoid overlap of time delivery
- longer lunch
- can the next workshop be held in a city centre
- I would prefer a different location

6.0 FOLLOW-UP FEEDBACK

In preparation for this report, attendees were contacted again and asked a series of five questions. Only two responded, and one of those is not currently delivering training in this area. The answers from the second respondent are provided below:

- 1. What meat inspection training have you delivered since the February workshop?**
I have delivered Cert IV Meat Safety as well as doing a number of Deed of Obligation training sessions. I have also been delivering the Internal Audit unit as part of Cert III QA.
- 2. Looking back, what was the most valuable part of the program ?**
Working alongside the "elders" sorry I meant the "Legends" trying to absorb as much of their knowledge as possible. Getting great examples of how they deliver the training of Meat Safety and the offer of ongoing support if needed.

3. **What experiences and advice have you shared with other trainers since the program?**
The TAFE Queensland meat team were interested to learn about the structure of the program and have expressed their interest in attending events like this in the future.
4. **Have you made separate contact with any of the speakers since the program?**
I have been in contact with M. Izzard who was a massive help with his knowledge around the Internal Auditing unit (I have since been delivering to QAs)
5. **Are there any other areas of training where you feel you might need additional assistance?**
Currently I feel comfortable with the units that I am delivering. However, I am sure there are more possibilities moving forward. I welcome any information on upcoming workshops either for myself or to pass onto fellow teachers.

Informally, we are aware that most of the others continue to deliver meat inspection training, and many of them have reported on their workshop experiences at the network meetings.

7.0 DISCUSSION

The attendees from the workshop have been unanimous in their praise for the program and its value. Many of them have maintained contact with the speakers and continue to develop their meat inspection training capability.

It was disappointing that we were unable to attract people from the two of the states which are suffering the most critical shortages of trainers: Victoria and Western Australia. RTOs in both of these states were either unable to find suitable recruits or were just so busy that they could not release people to attend the training. These two states continue to have difficulty meeting the demand for trainers.

8.0 CONCLUSIONS/RECOMMENDATIONS

This program was a valuable means of preparing future meat inspection trainers. However it was both costly to run and time consuming for the attendees. MINTRAC will look at the feasibility of providing a similar professional development program by webinar in the future.

We are grateful for the support provided by AMPC for this program.

9.0 APPENDICES

- 9.1 **Appendix 1: Evaluation summary**
- 9.2 **Appendix 2: Snapshot**