

MEAT INDUSTRY TRAINING NETWORK

PROJECT CODE: 2017-1007

PREPARED BY: National Meat Industry Training Advisory Council (MINTRAC)

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1.0 EXECUTIVE SUMMARY

The industry's training networks provide the means of ensuring that R&D outcomes, innovation, new regulatory requirements and industry requirements become embedded into the meat industry training system and are delivered and assessed in a manner which is consistent across the industry. The networks also provide the means of ensuring that meat industry training requirements and priorities are communicated to State and Federal Training Authorities. Attendees at network meetings include training managers, HR managers, meat industry trainers, State Training Authorities, peak bodies, auditors and state-based industry training advisory board representatives.

This project ensures that the national training system and delivery strategies remain current and relevant to industry requirements.

MINTRAC management of the program in 2016-17 included:

- organisation and running of two network meetings in each of Queensland, Victoria, South Australia and Western Australia and four network meetings in New South Wales (two in the north and two in the south)
- organisation of one joint Training and MI&QA network forum in each of Tasmania and the Northern Territory
- development of communication channels between the various parties involved including industry, regulators, research agencies and training institutions
- availability of the MINTRAC Project Officer to address queries from RTOs, processing plants, State Training Authorities and ASQA on a daily basis
- inclusion at each meeting of information about current and completed AMPC projects as provided by AMPC
- promoting the incorporation of AMPC R&D outcomes into training arrangements
- ensuring that new requirements and practices are incorporated into the nationally accredited qualifications
- monitoring on-plant and trainer uptake of knowledge, practices and products featured through the network
- advising on training materials that need modification due to changes in regulations, research outcomes, new technologies etc.
- collection and analysis of data to determine the success of the networks in meeting their objectives
- ensure ongoing professional development requirements for RTO staff are addressed.

This year the Training Network meetings have been important forums for gaining industry input into requirements for funding and Traineeship approvals, especially as the transition to the new version of the *Australian Meat Industry Training Package* continued. State Training Authority Representatives attended each meeting to receive direct comment from attendees and to respond to key issues.

The meetings also provided a means of informing attendees of the progress of the new Federal structure for the management of Training Packages, and to gain input into the Schedule of Work developed by the Meat Industry Reference Committee.

There was a significant increase in information provided by AMPC to the meetings, with AMPC representatives making presentations about current Capability, Extension and Education initiatives at every meeting.

The Heilbron Consulting presentation, *the socio-economic benefit of the red meat processing industry in regional Australia*, was very well received, with both RTOs and State representatives appreciating the value of the research in informing decisions and justifications around funding.

As they became available, AMPC representatives also began showing the schools and careers resources currently being produced, and these raised considerable interest.

The MINTRAC presentation on CCTV arose from an unsuccessful project application in 2015, and many companies have since requested a copy of this presentation to check their own enterprise compliance against applicable legislation.

A workshop on customization of assessment tools was presented in response to some auditing issues experienced by RTOs.

A Pest Control discussion paper was distributed as a precursor to the development of a Pest Control Skill Set.

Following are examples of the key discussion items and issues raised at each meeting, and the subsequent action taken, usually out of session.

Issue	Raised at	Action taken/Progress
Changes to the way maximum nominal hours are calculated from sample Training Plans are an issue that require close attention	Victoria	Action led by Vic CMMS – we liaised with RTOs and other relevant stakeholders to refine sample Training Plans so that they were structured to attract appropriate funding in Vic. Completed
Importance of skill sets and how they are not acknowledged by government for funding, propose to run QMI solutions industry leaders round table meeting for meat industry around skill sets to bring it to attention to government, but will need industry leaders to be successful	Queensland	There appears to be a shift at the Federal level around Skill Sets. The need for a focus on Skill Sets has been included in the Meat Industry Reference Committee’s 2016 Work Plan, and they are discussed with State representatives at every network meeting. Ongoing
Need for Meat Inspection training, and appropriate funding - across the board	Queensland	MI listed for state funding in each State; new model discussed at networks. Application for scoping funding in Victoria submitted.

Issue	Raised at	Action taken/Progress
		Completed
Need to get the three new qualifications approved as Traineeships as soon as possible	Victoria Queensland Tasmania WA SA	<i>This matter has been the primary issue arising from all Network meetings and has continued to require considerable action and input from MINTRAC</i> Victoria - completed Queensland – completed Tasmania – completed NSW – completed WA – completed SA – draft application prepared – currently out for stakeholder consultation and support
Need to check tripe training materials to ensure in accordance with proposed Chinese protocol	Tasmania	Materials have been rereviewed by Jason Ollington - some changes made Completed
Ammonia Refrigeration – need for additional training programs	All meetings	Evidence of unmet demand – PRP provided to AMPC Outcome pending
Euthenasing of stock – need for training using Vic DPI model	Wagga Wagga Tamworth	Recorded for consideration as future PD training; included in PRP to AMPC PRP Unsuccessful One course run with strong enrolments Being included in planning for commercial program in 2017-18
Victorian Funded Course List	Victoria	Had not been fully transitioned to AMP despite assurances provided at an IAG meeting. Has since been followed up and resolved. Completed
Calculation of Program Unique Supervised Hours (PUSH)	Victoria	Rules and definitions are vague and there is considerable inconsistency across the industry. Determined to hold separate teleconference to develop a standardised

Issue	Raised at	Action taken/Progress
		meat industry approach. This has been held and further work to develop description of meat industry training is currently under way. Ongoing
Skills Priority Occupations List (SPOL)	WA	Meat industry input had been sought – MINTRAC provided input as well as sending out to WA processors. Completed
Effectiveness of the Apprentice Support Networks (ASNs)	WA	Attendees encouraged to provide as much information as possible to ASNs to reduce enrolment in inappropriate qualifications Ongoing
Inappropriate allocation of caps to SA Subsidised Training List	SA	Raised in discussion with Departmental representative at the meeting. Completed

2.0 INTRODUCTION

The industry's training networks provide the means of ensuring that R&D outcomes, innovation, new regulatory requirements and industry requirements become embedded into the meat industry training system and are delivered and assessed in a manner which is consistent across the industry. The networks also provide the means of ensuring that meat industry training requirements and priorities are communicated to State and Federal Training Authorities. Attendees at network meetings include training managers, HR managers, meat industry trainers, State Training Authorities, peak bodies, auditors and state-based industry training advisory board representatives.

Funding for this project includes fourteen state-based network meetings, including all States and territories except the ACT.

In between meetings, the MINTRAC Project Officer is also available to answer queries from Registered Training Organisations, the Australian Industry and Skills Committee, Skills Service Organisation, processing plants, State Training Authorities and Australian Skills Quality Agency on a daily basis.

At each network meeting, meat industry trainers receive presentations and literature relating to current industry research, receive information relating to processing and operational innovation, become familiar with new regulatory requirements and industry issues, and develop responses to concerns related to training (for example, adverse audit outcomes). These networks are a critical link between industry, and Federal and State Training Authorities. The networks also enable MINTRAC to:

- access relevant and accurate information about training needs and priorities

- provide advice on industry priorities for the allocation of public funding for training
- gain industry and RTO input into Training Package reviews and the development of new qualifications and units
- disseminate information about funds available for training to meat processing plants and to facilitate access to these monies
- negotiate auditing issues with training auditors
- disseminate advice and information about State and Federal training priorities and issues
- disseminate information about training resources developed using industry funds, and available through AMPC, MLA or MINTRAC.

The Meat Industry Training Network is a well-established network that is a highly effective means of distributing new information and providing extension services for AMPC RD&E activities. The network meetings offer forums for the implications of new developments to be explained, explored and discussed.

The Meat Industry Training Network provides an ideal forum for the evaluation of some innovation projects prior to release and then a powerful driver to ensure their adoption and integration into the meat processing sector. Training materials are updated to incorporate AMPC R&D outcomes and publications to ensure the currency of the training materials used throughout the country. New industry products will be promoted through the networks once approved by AMPC where AMPC funding applies.

Through the RTO representatives the training network links professional development at small-medium enterprises to industry identified priorities such as animal welfare.

The project ensures that the national training system and delivery strategies remain current and relevant to industry requirements.

The project addressed the recommendations from the 2015-16 program funded by AMPC.

3.0 PROJECT OBJECTIVES

The objectives of the project are to:

- facilitate the transfer of knowledge from research outcomes to training programs as part of the uptake of innovation in the meat processing industry
- ensure that the meat industry training system meets the business and strategic requirements of the industry
- ensure that the training personnel of the meat industry have currency of knowledge and skills
- provide accurate and current advice to State Training Authorities to ensure that public funding of training for the meat industry continues to address industry priorities and requirements
- ensure that the meat industry receives equitable and adequate access to funding for training

- ensure that the national training system and delivery strategies remain current and relevant to industry requirements.

4.0 METHODOLOGY

MINTRAC management of the program in 2016-17 included:

- organisation and running of two network meetings in each of Queensland, Victoria, South Australia and Western Australia and four network meetings in New South Wales (two in the north and two in the south)
- organisation of one joint Training and MI&QA network forum in each of Tasmania and the Northern Territory
- development of communication channels between the various parties involved including industry, regulators, research agencies and training institutions
- availability of the MINTRAC Project Officer to address queries from RTOs, processing plants, State Training Authorities and ASQA on a daily basis
- inclusion at each meeting of information about current and completed AMPC projects as provided by AMPC
- promoting the incorporation of AMPC R&D outcomes into training arrangements
- ensuring that new requirements and practices are incorporated into the nationally accredited qualifications
- monitoring on-plant and trainer uptake of knowledge, practices and products featured through the network
- advising on training materials that need modification due to changes in regulations, research outcomes, new technologies etc.
- collection and analysis of data to determine the success of the networks in meeting their objectives
- ensure ongoing professional development requirements for RTO staff are addressed.

5.0 PROJECT OUTCOMES

5.1 Meetings held

Fourteen meetings were held in 2016-17 with a total of 204 individual attendances.

State	Date and location
Victoria	10 August 2016, Melbourne
Northern Territory	Combined meeting 17-18 August, Darwin

Queensland	24 August 2016, Brisbane
Western Australia	14 September 2016, Perth
Wagga Wagga	21 September 2016, Wagga Wagga
South Australia	28 September 2016, Adelaide
Tasmania	Combined meeting 6 October 2016, Launceston
Tamworth NSW	16 November 2016, Tamworth
Victoria	22 February 2017, Melbourne
Queensland	1 March 2017, Brisbane
Western Australia	8 March 2017, Perth
Wagga Wagga	5 April 2017, Wagga Wagga
South Australia	3 May 2017, Adelaide
Tamworth	10 May 2017, Tamworth

The following table provides a summary of the attendances for the 2017-2018 year, in comparison with previous years. One of the biggest impacting factors has been the steady reduction in the number of RTOs providing services to the industry over the years. In 2010-11 there were 69 RTOs, while this year there are just 50. This year has been impacted by the steady reduction in training programs and student numbers as stock numbers and high prices have affected the industry, with many plants closing for extended periods or significantly reducing their operating days and shift sizes.

State	Location	2010-11	2011-12	2012-13	2013-14	2014-15	2015 -16	2016-17
QLD	Brisbane	40	45	39	56	37	34	30
VIC	Melbourne	41	52	35	37	38	49	40
WA	Perth	26	23	25	22	20	22	19
SA	Adelaide	26	30	36	29	20	25	25
NSW	Tamworth	29	32	26	25	24	26	24
NSW	Wagga	25	22	26	30	26	27	25
Tas						18	19	22
NT						24	17	19
Meeting totals		187	204	197	199	207	219	204

5.2 Agenda Items

Agendas for 2016 typically included the items listed in the table below. The exceptions were the combined meetings held in NT and Tasmania, where the Agendas were a combination of both training and MI&QA presentations, as reflected in the Minutes.

Of primary focus for attendees in all meetings was the progress around the accreditation, implementation, and State funding approvals surrounding the AMP *Australian Meat Industry Training Package*. In most States, the meeting provided an opportunity to assess progress and to collect industry information about specific State requirements, as well as evidence of industry support for traineeship approvals.

The Heilbron Consulting presentation, *the socio-economic benefit of the red meat processing industry in regional Australia*, was very well received, with both RTOs and State representatives appreciating the value of the research in informing decisions and justifications around funding.

As they became available, AMPC representatives also began showing the school resources currently being produced, and these raised considerable interest.

The MINTRAC presentation on CCTV arose from an unsuccessful project application in 2015, and many companies have since requested a copy of this presentation to check their own enterprise compliance against applicable legislation.

Agenda		
Item no.	Item	Discussion led by
1	Attendance and Apologies	MINTRAC
2	Minutes from the previous meetings	MINTRAC
3	AMPC Presentation & Project/Activity Updates	AMPC
4	AMPC Project Presentation <ul style="list-style-type: none"> The socio-economic benefit of the red meat processing industry in regional Australia 	SG Helibron Economic and Policy Consulting
5	Update on the Australian Meat Industry Training Package <ul style="list-style-type: none"> Update on national support arrangements AMP endorsement progress 	MINTRAC
6	State Government Training Presentations	State Government representative
7	State ITAB presentation	State ITAB representative
8	MINTRAC activity update <ul style="list-style-type: none"> Update on recent activity 	MINTRAC MINTRAC
9	Understanding your CCTV obligations	MINTRAC
10	Current Industry Issues Affecting Training	Participants

11	Professional Development Program <ul style="list-style-type: none"> Professional development available through AMPC Requests for PD 	MINTRAC
12	Training Resources <ul style="list-style-type: none"> Training products available through AMPC Training products newly released by MINTRAC Training products currently under review Disease and contamination Image Library 	MINTRAC
13	Other business	

Agendas in 2017 typically included the items listed in the table below.

Of primary focus for attendees in all meetings continued to be the progress around State funding approvals for the AMP *Australian Meat Industry Training Package*, and in particular Traineeship approvals.

The meetings included an update on the federal structure for Training Packages, and in particular the proposed Schedule of Work for the Australian Meat Industry Training Package, presented to the Australian Industry and Skills Committee by the Meat Industry Reference Committee in April 2017.

The customization of assessment workshop was developed in response to some auditing issues experienced by Victorian RTOs. It was not run in SA because the two RTOs are already very experienced in this area. It was run in both Wagga Wagga and Tamworth.

The Pest Control discussion paper was a consultation document being distributed as a precursor to the development of a Pest Control Skill Set.

Agenda		
Item no.	Item	Discussion led by
1	Attendance and Apologies	MINTRAC
2	Minutes from the previous meetings	MINTRAC
3	AMPC Presentation & Project/Activity Updates New	AMPC, Margaret Tayar
4	Update on the Australian Meat Industry Training Package <ul style="list-style-type: none"> New Meat Industry Reference Committee Current developments Updating Imported Units Pest Control consultation paper 	MINTRAC, Jenny Kroonstuiver
5	State Government Training Presentations <ul style="list-style-type: none"> STA State ITAB 	
6	MINTRAC activity update <ul style="list-style-type: none"> Update on recent activity 	MINTRAC
7	Workshop: Customising assessment tools	MINTRAC, Jenny Kroonstuiver
8	Current Industry Issues Affecting Training	Participants

9	Professional Development Program <ul style="list-style-type: none"> • Professional development available through AMPC <ul style="list-style-type: none"> ○ Survey ○ Upcoming programs ○ QA Webinars • Other professional development <ul style="list-style-type: none"> ○ Diploma ○ Advanced Diploma 	MINTRAC
10	Training Resources <ul style="list-style-type: none"> • Training products available through AMPC • Training products newly released by MINTRAC • Training products currently under review 	MINTRAC
11	Other business	

5.3 Issues arising, including matters raised with State Training Authorities

The following table list the key discussion items and issues raised at each meeting, and the subsequent action taken, usually out of session.

Issue	Raised at	Action taken/Progress
1. Changes to the way maximum nominal hours are calculated from sample Training Plans are an issue that require close attention	Victoria	Action led by Vic CMMS – we liaised with RTOs and other relevant stakeholders to refine sample Training Plans so that they were structured to attract appropriate funding in Vic. Completed
2. Industry downturn - affecting participation in training and RTO viability	Victoria Queensland	None required
3. Interest in the Fact Sheets prepared for SMEs	NT	Copies sent to DPI NT Completed
4. Traineeship and VETiS approvals – identify what should/should not be included	Queensland	Subsequent action led by CMS (State ITAB) who convened industry meeting with MINTRAC’s assistance and prepared recommendations Completed
5. Importance of skill sets and how they are not acknowledged by government for funding, propose to run QMI solutions industry leaders round table meeting for meat industry around skill sets to	Queensland	There appears to be a shift at the Federal level around Skill Sets. The need for a focus on Skill Sets has been included in the Meat Industry Reference Committee’s annual Work Plan, and they are discussed with

Issue	Raised at	Action taken/Progress
bring it to attention to government, but will need industry leaders to be successful		State representatives at every network meeting. Ongoing
6. Need for Meat Inspection training, and appropriate funding - across the board	Queensland	MI listed for state funding in each State; new model discussed at networks. Application for scoping funding in Victoria submitted. Completed
7. Need to get the three new qualifications approved as Traineeships as soon as possible	Victoria Queensland Tasmania WA SA	<i>This matter has been the primary issue arising from all Network meetings and has continued to require considerable action and input from MINTRAC</i> Victoria - completed Queensland – completed Tasmania – completed NSW – completed WA – completed SA – draft application prepared – currently out for stakeholder consultation and support
8. Potential for meat processing to access Workforce Development grants through coordinated approach	Tasmania	Stakeholders consulted during February 2017. MINTRAC explored feasibility of coordinating an application. Insufficient support in this round – deferred to next round of funding. Ongoing
9. QCMPA model - application to Tasmania	Tasmania	PRP submitted to AMPC Unsuccessful
10. Need to check tripe training materials to ensure in accordance with proposed Chinese protocol	Tasmania	Materials have been reviewed by Jason Ollington - some changes made Completed

Issue	Raised at	Action taken/Progress
11. QCMPA model – applicability to SA	SA	PRP submitted to AMPC Unsuccessful
12. Harmonising Traineeships and Apprenticeships durations	WA	MINTRAC made recommendations for durations Completed
13. Industry training needs advice to the Training and Skills Commission	SA	We liaised with the T&SC to arranged forum of industry representatives; collated outcomes and provided the information both verbally and in writing to the T&SC Completed
14. Pest Control - need for units and applicable training	All meetings	Second Stage discussion paper distributed. Completed
15. Ammonia Refrigeration – need for additional training programs	All meetings	Evidence of unmet demand – PRP provided to AMPC Outcome pending
16. Euthenasing of stock – need for training using Vic DPI model	Wagga Wagga Tamworth	Recorded for consideration as future PD training; included in PRP to AMPC PRP Unsuccessful One course run with strong enrolments Being included in planning for commercial program in 2017-18
17. GTO pre-apprenticeship, pre-traineeship partnering incentives program	Wagga Wagga	Attendees raised several questions which are being further investigated by Gary Whittaker; However, there was considerable interest in this program Completed
18. Part qualifications funding - There is an opportunity to apply for a State-wide allocation of part-qualification funds – could	Wagga Wagga	AWOSS, primarily for Scone identified – others also interested; referred to Response Learning for

Issue	Raised at	Action taken/Progress
be used for AWOSS training	Tamworth	application Completed
19. Low stress stock handling for beef – option of TEYS hosting it, Bindaree, TEYS, Wingham also interested	Tamworth	Listed as possible AMPC PD for 2017 Scheduled and offered, but insufficient interest to run
20. Training for STEC/ESAM – Symbio don't do training anymore – MINTRAC will follow up	Tamworth	This is being considered as part of the commercial professional development program being developed for 2017-2018 Ongoing
21. Victorian Workforce Innovation Fund	Victoria	Possibility of using this as for funding meat inspection training under the model currently being developed with AMPC. Application submitted
22. Victorian Funded Course List	Victoria	Had not been fully transitioned to AMP despite assurances provided at an IAG meeting. Has since been followed up and resolved. Completed
23. Calculation of Program Unique Supervised Hours (PUSH)	Victoria	Rules and definitions are vague and there is considerable inconsistency across the industry. Determined to hold separate teleconference to develop a standardised meat industry approach. This has been held and further work to develop description of meat industry training is currently under way. Ongoing
24. Advancing Skills for the future: a strategy for vocational education and training in Queensland	Queensland	No submission made, but progress of policy development being monitored. Ongoing

Issue	Raised at	Action taken/Progress
25. Skills Priority Occupations List (SPOL)	WA	Meat industry input had been sought – MINTRAC provided input as well as sending out to WA processors. Completed
26. Effectiveness of the Apprentice Support Networks (ASNs)	WA	Attendees encouraged to provide as much information as possible to ASNs to reduce enrolment in inappropriate qualifications Ongoing
27. Inappropriate allocation of caps to SA Subsidised Training List	SA	Raised in discussion with Departmental representative at the meeting. Completed
28. Need to renew application for listing of the three new qualifications in NSW	Tamworth	Dept had lost previous application – twice. Meeting confirmed requirements for the qualifications. MINTRAC has written further letter of industry support. Completed

5.4 Progress in addressing the final report and network evaluation recommendations from 2015-2016

The following recommendations are made for the 2016-2017 year.

Recommendation 1

It is recommended that AMPC continue to publish the booklet of currently funded Research and Development projects. This booklet has provided a useful reference guide for network attendees.

Progress

An interim version of the booklet has been distributed to all meetings in 2016. The final published booklet was distributed in 2017.

Completed

Recommendation 2

It is recommended that AMPC adopt a timelier, structured and systematic approach to the release of resources developed through Research and Development projects. In some instances this year it has taken nearly twelve months for resources to be released, and then this has occurred only as a result of pressure and inquiries from the networks.

Progress

This recommendation was not for MINTRAC to address.

Recommendation 3

It is recommended that AMPC put in place a process for the review and update of resources which are distributed by AMPC, including the collection of feedback and comments from industry. This issue was raised in some projects, particularly the *Customisation of Training Materials for SMEs* project, where the material is closely linked to current regulatory requirements and will need to be periodically reviewed and updated to ensure ongoing currency.

Progress

This recommendation was not for MINTRAC to address.

Recommendation 4

It is recommended that MINTRAC continue to work to improve the attendance of HR and training personnel from processing plants. Specifically, the agendas should include one presentation that addresses current HR issues.

Progress

MINTRAC has been revising the network mailing lists to ensure that contacts for HR Managers are current and included.

There was only marginal improvement in the attendance of HR Managers.

Completed

6.0 DISCUSSION

This year the Training Network meetings have been important forums for gaining industry input into requirements for funding and Traineeship approvals, especially as the transition to the new version of the *Australian Meat Industry Training Package* continued. State Training Authority Representatives attended each meeting to receive direct comment from attendees and to respond to key issues.

The meetings also provided a means of informing attendees of the progress of the new Federal structure for the management of Training Packages, and to gain input into the Schedule of Work developed by the Meat Industry Reference Committee.

There was a significant increase in information provided by AMPC to the meetings, with AMPC representatives making presentations about current Capability, Extension and Education initiatives at every meeting.

The Heilbron Consulting presentation, *the socio-economic benefit of the red meat processing industry in regional Australia*, was very well received, with both RTOs and State representatives appreciating the value of the research in informing decisions and justifications around funding.

As they became available, AMPC representatives also began showing the schools and careers resources currently being produced, and these raised considerable interest.

The MINTRAC presentation on CCTV arose from an unsuccessful project application in 2015, and many companies have since requested a copy of this presentation to check their own enterprise compliance

against applicable legislation.

A workshop on customization of assessment tools was presented in response to some auditing issues experienced by Victorian RTOs.

A Pest Control discussion paper was distributed as a precursor to the development of a Pest Control Skill Set.

7.0 CONCLUSIONS/RECOMMENDATIONS

AMPC representatives and Network meetings

The increased presence of AMPC representatives and the tailoring of presentations to suit the interests of the audience have been well received by attendees.

Recommendation 1

It is recommended that AMPC continue to attend the Training Network meetings and to provide an overview of current projects from relevant programs.

Brochures listing available resources for training

This year MINTRAC commenced the development and issuing of brochures which included categorized summaries of resources which can be used for training, drawn from the AMPC, MLA, AUS-MEAT, AMIC and MINTRAC websites. These were well received by trainers, and serve to draw attention to newly-released reports and resources.

Recommendation 2

It is recommended that these brochures be updated every six months, and become a standard issue at all network meetings.

Need for WHS updates

As many companies move towards self-insurance there is a need to address key WHS issues currently affecting the industry.

Recommendation 3

It is recommended that current WHS issues and concerns be listed as a discussion item at the next round of meetings.

Use of technology for training

New technologies continue to become available and are gradually being incorporated as training tools. It is becoming evident that access to computers is no longer of primary importance as the portability of smart-phones become the primary first point of reference for most people. Presentations at both Training and MI&QA conferences have also highlighted the diversity of new emerging technologies.

Recommendation 4

It is recommended that technological developments are listed as both presentation and discussion options in the 2017-2018 meetings to encourage attendees to explore their applicability to both the training and operational environments.