

FINAL REPORT TEMPLATE

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1.0 EXECUTIVE SUMMARY

As the peak industry body for red meat industry training and advice, MINTRAC was awarded this project to provide a range of research and extension services relating to the industry training system for red meat processors. To execute on this objective, MINTRAC undertook the following activities:

- MINTRAC attended AMPC network meetings for the purpose of promoting the Australian Meat Processing (AMP) Training package. This also enabled the collection of direct industry feedback on AMP package content and change requirements. Essential industry consultation took place during MINTRAC's attendance and presentation at these events which fed directly into recommendations to the Industry Reference Committee (IRC) informing decisions for training package development and change.
- MINTRAC attended and participated in numerous industry forums and committees at both State and Federal level, to research industry training needs and priorities and to canvass industry input into current new training developments. MINTRAC's involvement in these forums enabled the voice of the meat industry to be shared with decision making committees nationally which has influenced positive outcomes for training in the sector.
- MINTRAC has provided an on-call service to red meat processors to facilitate access to training services, available funding and systems. This has been possible via the deep subject matter knowledge retained by MINTRAC through its employees who have decades of industry training experience, and through the valuable information and data repositories that MINTRAC have developed. Not only has MINTRAC been the 'source of truth' for industry inquiries, we have supported AMPC and other peak industry bodies to respond to and resolve inquiries that have been addressed to them which have not fallen in their scope or expertise.
- MINTRAC maintained a comprehensive range of AMPC training products produced through previous R&D projects to include recent R&D outcomes. These resources were distributed by MINTRAC to red meat processors on request. Industry research was continually conducted to determine current red meat processing training needs and priorities with the purpose of providing this advice to state and federal governments.

Many positive outcomes have been achieved as a result of MINTRAC receiving funding to undertake this project for and on behalf of the red meat industry:

- The access granted to MINTRAC via AMPC Networking Forums and Meetings has enabled direct industry feedback on the AMP training package to be captured and reflected in the 2020 National Industry Skills Forecast.
- Funding from this project has enabled MINTRAC to provide valuable advisory support to processors and peak industry bodies by way of investigating and finding solutions to industry training issues.
- Meat industry training needs have been voiced at State and Federal levels through MINTRAC's

involvement in various industry advisory groups and forums. This was particularly evident during the early stages of the COVID19 Pandemic, where the Department of Education (DET) sought inputs from key stakeholders within the meat industry including MINTRAC, to provide advice and solutions for ensuring continuity of training in the sector with the looming risk of shut downs and restricted access to processing plants.

The expert services delivered by MINTRAC under this project have been in place for many years and have delivered great value to the industry. It is important that these services continue to be delivered to red meat processors moving forward. MINTRAC is concerned that the withdrawal of funding for an extension of this project may affect the availability and quality of industry support that can be provided. The risks that may arise which are of greatest concern are:

- The potential for training advisory support to industry not being delivered at the level of subject matter expertise required leaving meat processor inquiries either unresolved, or only partially dealt with.
- Should active promotion of the AMP training package diminish, the likelihood of processors resorting to undertaking their own unaccredited training could impact on the skill and capability levels of meat workers across the industry.
- The currency of AMPC developed training resources may become out of date and irrelevant if appropriate attention and skill is not offered to the maintenance of these resources.
- With the withdrawal of funding for MINTRAC to continue to deliver the critical services within this project, there is a risk that if appropriate levels of funding from alternate sources cannot be secured, there will be a diminished capacity for MINTRAC to continue to undertake these activities for the ongoing benefit of the meat processing industry.

2.0 INTRODUCTION

The purpose of this project was to ensure that red meat processors received training and advisory services that enabled them to leverage the AMP training package and develop a skilled workforce. Other components relating to purpose was to ensure that industry was engaged and involved in providing direct feedback into training package development, and that meat industry training issues were raised with the relevant training authorities to support industry learning and skills development needs.

The objectives are outlined in Section 3, whilst the approach to the project is captured in Section 4 under the Methodology.

In terms of limitations to the project the following impacts were experienced:

- The transition of ownership of the Networking Meetings from MINTRAC to AMPC meant that MINTRAC's role changed from being the meeting Chair, to a meeting Presenter. The ability to directly design meeting agendas shifted to AMPC. The result of this was that the time spent at these forums dedicated to the AMP training package reduced to make way for a new meeting format and content structure. Whilst the AMP training package retained a place in the meeting agenda, the time and depth of review shortened.

- The COVID19 Pandemic forced the delivery method for AMPC Networking Meetings to move to an online strategy. This did diminish MINTRAC's ability to engage and consult with industry stakeholders directly compared to when the meetings were delivered in a face to face manner.

3.0 PROJECT OBJECTIVES

The objectives addressed in this project were:

- To conduct industry research to identify red meat processing training priorities and emerging requirements.
- To assess current red meat processing research and development programs to identify potential impact on and requirements of the national training system.
- To ensure that outcomes of red meat processing industry research and development were appropriately incorporated into the national training system.
- To facilitate and support engagement with red meat processors and training authorities within the national training system.

4.0 METHODOLOGY

MINTRAC used the following methodology to achieve the stated objectives.

1. MINTRAC attended AMPC network meetings to undertake the following:
 - a. provide updates of current and emerging training developments
 - b. gather information about training priorities and needs
 - c. consult with industry stakeholders and use feedback to improve/develop and validate training developments
 - d. attend AMPC R&D presentations to assess potential impact on and requirements of the training system
 - e. support engagement with State Training Authorities and RTOs
2. MINTRAC responded to direct inquiries from red meat processing companies and their stakeholders in relation to:
 - a. supporting their engagement with the national training system
 - b. facilitating access to resources and training to address critical issues and requirements
 - c. facilitating access to subsidised training support from state governments
 - d. providing advice about changes to the training system.
3. MINTRAC managed the 20 AMPC products produced through previous R&D projects by:
 - a. reproducing and distributing them on request to red meat processors
 - b. reviewing, updating and validating them to incorporate more recent research or changes to the training system, within the scope of the budget
 - c. promoting and encouraging processor uptake of the resources through

networks, conferences, displays etc.

4. MINTRAC provided direct advice about industry training requirements to Federal and State Training Authorities by:
 - a. collecting information through industry forums such as networks, conferences etc.
 - b. conducting direct industry research in response to specific questions and policy proposals from STAs
 - c. participation on state advisory committees and through maintaining relationships with state industry training advisory bodies, as appropriate
 - d. providing an industry response to education and training discussion papers, as appropriate.
5. MINTRAC attended meetings of industry forums and committees with the specific purpose of:
 - a. delivering an education and training perspective to the matters under discussion
 - b. assessing the research, education and training implications of the matters under discussion.

5.0 PROJECT OUTCOMES

The below outcomes were achieved and reported to AMPC in Milestone reports.

- MINTRAC recorded lists of network meetings attended and summary of relevant input/outcomes from each meeting.
- MINTRAC provided summaries of all advice provided to state and federal governments on behalf of red meat processors over the period.
- MINTRAC provided a list of updates made to all AMPC products, and of numbers distributed to red meat processors.
- MINTRAC provided summaries of roles in and outcomes of participation in industry conferences and committees.
- MINTRAC provided summaries of advice provided to red meat processors or their RTOs over the period.

The greatest outcome from execution of this project for industry, was the gathering of inputs collected from industry consultation and engagement which fed into the 2020 National Skills Forecast to the Australian Industry Skills Commission, to inform and influence AMP training package evolution.

6.0 DISCUSSION

This project has directly informed development of the 2020 National Skills Industry Forecast.

7.0 CONCLUSIONS/RECOMMENDATIONS

The following recommendations are made:

1. That there is an ongoing commitment to deliver the services within the scope of this project as these are considered critical for the benefit of red meat processors, and ongoing development of the AMP training package.
2. That the delivery of these services should be undertaken by suitably qualified and credentialed training and advisory experts.
3. AMPC Networking meetings have proven to be a high-quality environment for the purpose of gathering industry feedback on training needs and requirements. The ability to do this effectively is influenced by the method of meeting delivery (e.g. face to face or online). It is recommended that post COVID19, Network meetings return to a face to face format.
4. That an effective industry inquiry management process be adopted to ensure meat processor questions can be received and responded to.
5. That outcomes achieved, and information collected as a result of undertaking the services within the scope of this project be made available to meat industry partners and collaborators for the broad benefit of relevant industry projects such as AMP training package management.

8.0 BIBLIOGRAPHY

Not required

9.0 APPENDICES

Not required

9.1 Appendix 1

Not required

9.2 Appendix 2

Not required