



Diploma of Meat Processing Scholarship Program

PROJECT CODE: 2018-1007

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1.0 EXECUTIVE SUMMARY

This project was for the awarding of up to 20 scholarships to employees from red meat processing companies. Each scholarship was valued at \$12,000 which reflects the cost of tuition for the program, while individual processors will be expected to meet the costs of travel, accommodation and employee replacement associated with attendance at workshops. Scholarship holders were reimbursed the cost of their fees on successful completion of the Diploma program.

Two programs were run, a technical stream and a leadership stream, with a total of twenty-three students. Two RTOs were used: Response Learning and TAFE Queensland.

Twelve students fully completed their Diploma program. Of these, eight claimed their scholarship reimbursement; one was self-funded; and three did not submit a claim.

The original aim on a 76% graduation rate was not achieved, with the actual result closer to 50%, despite the best efforts of both the RTOs and MINTRAC to provide support and encouragement. However, the opportunity to claim reimbursement of fees did create an incentive for many students to put in the extra effort to complete their program, and also encouraged greater interest and support from their employers who were keen to see a reimbursement of their upfront payments.

2.0 INTRODUCTION

This project is for the awarding of up to 20 scholarships to employees from red meat processing companies. Each scholarship will be valued at \$12,000 which reflects the cost of tuition for the program, while individual processors will meet the costs of travel, accommodation and employee replacement associated with attendance at workshops. Scholarship holders will be reimbursed the cost of their fees on successful completion of the Diploma program.

3.0 PROJECT OBJECTIVES

This project seeks to:

- / provide incentive for students enrolling in the Diploma of Meat Processing to complete the whole qualification;
- / encourage meat processing companies to take greater interest in and provide practical support and encouragement to enrolled students; and
- / support the industry in meeting the demands for more and more people who have the skills and knowledge to carry it forward in an increasingly competitive world.

4.0 METHODOLOGY

Advertising of the 2017 Diploma of Meat Processing program had already commenced at the time this contract was awarded. The first group commenced in March 2017 and the second commenced in May 2017. Rather than ask students to complete separate applications for scholarships, eligible

students were automatically offered a scholarship and completed a scholarship agreement upon acceptance. It was initially expected that students in both groups would complete their final assignments and thus be in a position to claim their scholarship reimbursement in June 2018, although there may be one or two who complete earlier due to RPL arrangements. However, this was later extended to December 2018.

MINTRAC will, through subcontracting arrangements with the RTOs, monitored student progress throughout the delivery period.

5.0 PROJECT OUTCOMES

Students undertaking the Leadership Stream studied the following Units:

- / BSBLDR502 Lead and manage effective workplace relationships
- / BSBWOR502 Lead and manage team effectiveness
- / BSBFIM501 Manage budgets and financial plans
- / MSL91600A Manage complex projects
- / AMPMGT502 Manage and improve meat industry plant operations
- / AMPMGT509 Manage, maintain and continuously improve workplace health and safety plans and systems

The table below provides a summary of progress for each student.

Student Name	Company	Units							
		BSBLDR502	BSBWOR502	BSBFIM501	MSL91600A	AMPMGT502	AMPMGT509		
Ashley YOUNG	JBS	completed	completed	completed	completed	completed	completed	Graduated, claim paid	
Andrew PIPALA	Kilcoy pastoral Co	completed	completed	Completed	Completed	<u>Completed Different Unit AMPMGT507</u>	completed	Graduated Claim paid	
Rodney MASON	Oakey Beef	completed	completed	completed	completed	completed	completed	Graduated Claim paid	
Kelvin SAMUELS EN	Oakey Beef	completed	completed	completed	completed	completed	completed	Graduated Did not submit a claim	
Luke LEYSON	N/A (self-funded student)	completed	completed	completed	completed	completed	completed	Graduated	

Scott NOON	BE Campbe II	Completed	Completed	N/E	N/E	N/E	N/E	SoA issued for 2 Units
William EVERETT	Teys Wagga	N/E	N/E	completed	N/E	N/E	N/E	SoA issued for 1 Units
Rob NICHOLL	Teys Wagga	N/E	N/E	completed	N/E	N/E	N/E	SoA issued for 1 Units
Thomas STEWART	BE Campbe II	<u>Completed</u>	<u>Completed</u>	N/E	N/E	N/E	N/E	SoA issued for 2 Units
Daniel COLE	GMP	completed	completed	N/E	N/E	N/E	N/E	SoA issued for 2 Units
Kyle BROOKS	GMP	commenced	commenced	Withdrawn due to resignation from Company				

Students undertaking the Technical Stream studied the following Units:

- / 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
- / AMPMGT501 Design and manage the food safety system
- / AMPMGT504 Develop, manage and maintain quality systems
- / BSBMGT605 Provide leadership across the organisation

Student Name	Company	Units						
		AMPMGT506	AMPMGT508	AMPMGT509	AMPMGT501	AMPMGT504	BSBMGT605	
Kendall CONROY	Southern Meats	Completed	Completed	Completed	Completed	Completed	Completed	Graduated Claim paid
Chris HOUGHTON	Australian Lamb	Completed	Completed	Completed	Completed	Completed	Completed	Graduated Did not submit a claim
Sam JONES	TFI Murray Bridge	Completed	Completed	Completed	Completed	Completed	Commenced	Graduated Claim paid

Colin YUMAN	Bindaree	Completed	Completed	Completed			commenced	
Bradley SMALL	Northern Cooperative	commenced	commenced	Commenced	commenced	commenced		
Jordana SCHUTT	Teys Tamworth	Completed	Completed	Completed	Completed	Completed	Completed	Graduated Did not submit a claim
Andrew MITCHELL	Teys Tamworth	Completed	Completed	Completed	commenced	commenced	commenced	
Kelly POPE	Teys NARACOORTE	Completed	Completed	Completed	Completed	Completed	Completed	Graduated Claim paid
Brodie SMITH	Teys Beenleigh	Completed	Completed	Completed	Completed	Completed	Completed	Graduated Claim paid
Christopher SEAMAN	Teys Rockhampton	commenced	commenced	Commenced	commenced	commenced	Completed	
Chamil HETTIGAMGE	Teys Rockhampton	commenced	commenced	Commenced	commenced	commenced		
Avalon NOYE	Teys Beenleigh	Completed	Completed	Completed	Completed	Completed	Completed	Graduated Claim paid

6.0 DISCUSSION

Eight students claimed their scholarship reimbursements.

Three students were eligible for scholarship reimbursements, but despite numerous requests to both them and their companies, they did not submit a claim form.

The original aim on a 76% graduation rate was not achieved, with the actual result closer to 50%, despite the best efforts of both the RTOs and MINTRAC to provide support and encouragement. However, the opportunity to claim reimbursement of fees did create an incentive for many students to put in the extra effort to complete their program, and also encouraged greater interest and support from their employers who were keen to see a reimbursement of their upfront payments.

7.0 CONCLUSIONS/RECOMMENDATIONS

There are no conclusions or recommendations, as MINTRAC will not be running this program in the future.

