



November 09

Vocational Education and Training in schools in the meat industry

Over the past 18 months, MINTRAC has been writing and trialling a resource kit to aid RTOs, schools and employers to develop and implement VET in Schools programs in the meat industry.

After talking to a number of employers and RTOs in the industry who are already working with school-based apprentices, it became evident that communication was at the core of all the struggles to make the programs successful. The recurring issues were:

- teachers are never available to answer calls
- AACs don't sign the students up to the most suitable qualification
- schools and parents don't appreciate the careers available in the industry
- parents don't understand how the program fits in with the rest of the school curriculum
- parents don't understand what the student will be doing or the training and

supervision they will get in the program

- students don't understand the nature of training in the industry.

The kit provides customised information for each group of stakeholders in the program, which is available in an editable format on the CD. The information can be turned into flyers, brochures or information booklets and distributed to the individual parties involved in the program. There is also a generic OHS information section.

The kit also contains a communication section. This section starts with a communication poster which can be filled in as a program is negotiated with a school, the parents and the student. Each party fills in their details and receives a copy for their records. It shows everyone what time people are available to talk, their preferred number

and the best way to contact them (email, phone...)

The remainder of this section provides a list of FAQs from each of the parties in the program and the most appropriate person to contact.

The resource kit is currently being trialled by an AAC, RTO, employer and a school will be updated as needed.

It covers all sectors of the industry. It is now available for sale from MINTRAC. Log onto the MINTRAC website to order your copy.

www.mintrac.com.au



Product request - Careers in the meat industry brochure

MINTRAC has developed a new three-fold brochure which covers all sectors of the meat industry. It uses a bright, modern design and includes case studies, lists of meat industry jobs, lots of photographs, facts and figures about the industry and contact information.

The meat retailing sector is

promoted as having career opportunities in independent butcher shops, supermarket butchers, meat departments, abattoirs and wholesalers. The case studies include a male and female butcher who show great passion and dedication to their job and career.

A copy of the careers brochure is in your delegate

bag. If you would like more copies of the new brochure they are available free-of-charge from MINTRAC, although there will be a postage and handling fee. An order form can be found in your delegate bag.



New training and assessment materials due for release



An eighteen month project to develop training and assessment materials for the remaining Units of Competency within MTM07 is due for completion in November this year. By the end of the project, materials will be available for nearly all of the Meat Retailing and Smallgoods Units, including imported Units. In addition, most of the Certificate IV level Units will also have updated training materials.

The Training and Assessment materials contain, for each Unit of Competency:

- advice on how to use the materials
- information about Employability Skills

- information on using inclusive practices in training and assessment
- unit-specific training information
- ideas for training
- general information about assessment
- evidence guide
- sample assessment tools and customisation advice
- sheet for recording completed assessment.
- Certificate III in Meat Processing (Abattoirs) (\$440/\$220)
- Certificates I-III in Meat Processing (Meat Retailing) (\$440/\$220)
- Certificates I-III in Meat Processing (Smallgoods) (\$440/\$220)
- Certificate IV in Meat Processing (\$440/\$220)
- Diploma and Advance Diploma resources will be available through a licensing agreement.

Training and Assessment materials will be sold on disk in Word format to enable easy customisation by RTOs. The CDs available will be:

- Certificate II in Meat Processing (Abattoirs) (\$440/\$220)

Materials have NOT yet been developed for the following Units of Competency:

Unit	Reason
WRRPL2B Set strategic plans	Unit likely to change before materials would be used
BSBHR404A Co-ordinate human resource services	Unit likely to change before materials would be used
BSBHR604A Manage employee relations	Will develop/update once qualification changes are implemented
BSBMGT504A Manage budgets and financial plans	Will develop/update once qualification changes are implemented
BSBMKG405A Implement and monitor marketing activities	Will develop/update once qualification changes are implemented
CHCORG11B Lead and Develop Others	Will develop/update once qualification changes are implemented
MTMPS5601B Assess and purchase livestock	Will develop/update once qualification changes are implemented
MTMPS5602B Analyse and develop enterprise systems for new opportunities	Will develop/update once qualification changes are implemented
MTMPS5603B Develop, manage and maintain quality systems	Will develop/update once qualification changes are implemented
MTMPS5604B Manage maintenance systems	Will develop/update once qualification changes are implemented
MTMPS5605B Manage utilities and energy	Will develop/update once qualification changes are implemented
MTMPS5606B Benchmark enterprise performance	Will develop/update once qualification changes are implemented
MTMPS5607B Manage and improve meat industry plant operations	Will develop/update once qualification changes are implemented
MTMPS5608B Manage environmental impacts of meat processing operations	Will develop/update once qualification changes are implemented
MTMPS5609B Manage, maintain and continuously improve occupational health and safety plans and systems	Will develop/update once qualification changes are implemented
MTMPS5610B Manage transportation of meat, meat products and meat by products	Will develop/update once qualification changes are implemented
MTMPSR5601B Design and manage the food safety system	Will develop/update once qualification changes are implemented
MTMPSR5602B Manage Meat Processing Systems for Meat and Meat Product Quality	Will develop/update once qualification changes are implemented

MTMPSR5603B Control cold chain (refrigeration) operations	Will develop/update once qualification changes are implemented
MTMPSR5604B Manage new product/process development	Will develop/update once qualification changes are implemented
MTMPSR5605B Establish new markets	Will develop/update once qualification changes are implemented
MTMPSR5606B Monitor legal requirements and business compliance	Will develop/update once qualification changes are implemented
PMLORG602B Manage complex projects	Will develop/update once qualification changes are implemented
FDFFSCHZA identify, evaluate and control food safety hazards	Development underway
BSBMGT511A Develop a business opportunity	Unit not currently in use
BSBMGT603A Review and develop business plans	Unit not currently in use
MTMMP82C Collect evidence for prosecution	Unit likely to change before materials would be used
PRSSO206A Provide first aid	Not required
WRRO6B Manage store facilities	Unit not currently in use
WRRPL3B Initiate and implement change	Unit not currently in use

Fast track apprenticeship program

Butchery is the only endorsed trade within the Australian Meat Industry. Over the years for numerous reasons, the number of qualified tradespersons has fallen greatly. The Council of Australian Government (COAG) ruled that the apprenticeship system would change from a time based system to a competency based system from 1st January 2007.

Two key points from this ruling are:

- it is aimed at delivering a more flexible and responsive system for apprentices
- it allows for completion when final unit of any particular trade has been assessed and deemed as competent, instead of at the completion of up to a 48 month duration

What these legislated changes mean to industry is that once a student is competent in any particular unit (within a Training Package) they can move on at their own pace. This opens the door for accelerated apprenticeships (competency-based completion) or "fast tracking".

Until now there has been no

fast-track model of delivery for the Certificate III Meat Processing (Meat Retailing) but over the last four years MINTRAC has encouraged and supported the creation of a number of flexible delivery models in meat retailing. These models have featured a substantial shift away from institution-based block-release delivery to flexible, workplace-based delivery models.

The need for more flexible training methods in butchery has long been evident. Since the introduction of flexible delivery options, enrolments have soared in areas of Australia where previously the trade of butchery had been declining. The opportunity to fast-track (reduce) the time involved when undertaking butchery training offers another means of attracting more people to the profession.

As a Lead Organisation, MINTRAC will not be promoting a single fast-track model, but will be fostering the development of different models which can then be modified and adapted, to suit specific employee-employer-RTO-Industrial arrangements.

It is clear that no single model will suit all apprentices.

The critical focus for MINTRAC and RTOs is to maintain:

- the integrity of the qualification
- the OHS standards of all parties involved (employer, employee, other staff, visitors or the RTO)
- licensing outcomes for the trade
- maintenance of a competent result consistently over time, and under normal workplace conditions
- development of high quality trades persons

This is a fantastic and positive initiative from the Federal Government, dually supported by MINTRAC and RTOs.

The planned vision for the industry future is set to have a three-fold-effect, a greater number of qualified trade persons and measurable increases in both retention and completion rates.

We are working with some great people, all within an industry that is both rewarding, and has so much to offer.

Project Officer:
Darren Scott
Darren.scott@skills.institut
e.tas.edu.au
ph: 0414 891 829



2009/10 MINTRAC Training Awards



The MINTRAC Training Awards will open on 1 December 2009

Important dates

December 2009

Awards open

19 February 2010

Nominations Close

24 March 2010

Presentations at MINTRAC Conference dinner.

Award categories

There are now five meat industry awards.

1. Meat Industry Training Initiative Award

The Meat Industry Training Initiative Award will recognise a leading edge program or product developed and implemented for the purpose of providing high quality education and training in the meat industry. The principal nominee will be one organisation (or part thereof) which initiated or implemented the development of the program or product.

2. Meat Industry Employer of the Year Training Award

The Meat Industry Employer of the Year Training Award will be presented to an enterprise with 20 or more employees that demonstrate outstanding commitment and excellence in the provision of training to their employees.

Organisations which are RTOs providing services to the meat industry are **not eligible** for this category. Enterprise RTOs **may** nominate under this category.

3. Meat Industry Training Provider of the Year

To be eligible for this award, an organisation must:

- be a Registered Training Organisation (RTO) with one or more qualifications from the MTM07 Australian Meat Industry Training Package on its scope of registration
- have as its core business the delivery of vocational education and training
- have provided training and assessment services to a meat processing company within the last twelve months.

4. Meat Industry Trainer of the Year

The Meat Industry Trainer of the Year Award recognises innovation and excellence demonstrated by individuals providing vocational education and training to meat industry students.

5. Meat Industry Vocational Student of the Year

This award is for a person who has undertaken an accredited vocational education and training qualification, relevant to the meat industry, within the last twelve months, either as a full-time or part-time student.

Prizes

1. Meat Industry Training Initiative Award

- MINTRAC sponsorship to prepare for and attend State Training Awards
- Plaque
- Acknowledgement on perpetual trophy.

2. Meat Industry Employer of the Year Training Award

- MINTRAC sponsorship to prepare for and attend State Training Awards

- Plaque
- Acknowledgement on perpetual trophy.

3. Meat Industry Training Provider of the Year

- MINTRAC sponsorship to prepare for and attend State Training Awards
- Plaque
- Acknowledgement on perpetual trophy.

4. Meat Industry Trainer of the Year

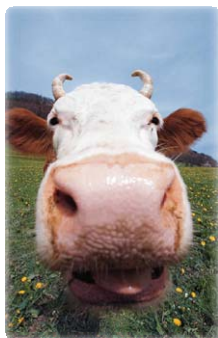
- MINTRAC sponsorship to prepare for and attend State Training Awards
- Plaque
- Acknowledgement on perpetual trophy.

5. Meat Industry Vocational Student of the Year

- MINTRAC sponsorship to prepare for and attend State Training Awards
- Plaque
- Acknowledgement on perpetual trophy.

Award details and application forms

Go to the MINTRAC website: www.mintrac.com.au



Government stimulus to kick-start apprenticeships

Deputy Prime Minister Julia Gillard has announced that the Rudd Government will invest \$100 million in a new Apprentice Kickstart program to support up to 21,000 young Australians entering traditional trades this summer.

The new program comes as a result of the final Keep Australia Working Report, which included recent figures showing people starting trade apprenticeships had dropped by more than 20% per cent during the economic downturn compared to the same time last year.

“The Government’s

Apprentice Kickstart will more than triple the first year bonus paid to employers who take on traditional trades apprentices this summer,” Ms Gillard said.

“We’re boosting the commencement bonus from \$1500 to \$2350 and then following up with another \$2500 at nine months which means employers will now receive \$4,850 in the first year for taking on a traditional trade apprentice over the summer.

The summer apprentices will also be among the first to undertake mandatory green

skills as part of their training. The bonus will be available for apprentices who are hired between 1 December 2009 and 28 February 2010 or until 21,000 apprentices have commenced in traditional trades hardest hit by skills shortages identified on the National Skills Needs List.

This includes trades like butchers, bakers, bricklayers, carpenters, electricians, hairdressers and pastry cooks.



“The Government’s Apprentice Kickstart will more than triple the first year bonus paid to employers who take on traditional trades apprentices this summer,”

For he’s a jolly good FELLOW!

Craig Peacock, a trainer at William Angliss Institute of TAFE, is heading to North America to investigate what the future of meat retailing and meat retail training may look like in Australia. His study tour has been sponsored by Skills Victoria and the ISS Institute, in the form of an ISS Institute Overseas Fellowship.

The ISS Institute is an independent, national organisation which delivers superior pathways to business growth focusing on 'skill deficiencies' through its Overseas Fellowship Program. They provide eight fellowships per year for Victorians to travel overseas to research new ways of training and retaining staff across a multitude of industries.

Craig has been awarded up to \$10,000 to travel to the USA and Canada to undertake research specifically in the meat retailing industry. He will:

- analyse and evaluate the effectiveness of attraction and retention strategies for meat workers in the USA and Canada
- compare strategies used by the meat industry and education sector in different demographics to address this skills shortage area
- compare traditional retail skills required in the meat processing sector by visiting processing plants and educational facilities that are involved in this process
- evaluate how effective this process is and the training required to achieve a quality outcome
- evaluate systems for packaging and labeling for retail sale
- formulate an opinion on a wide range of skills that will be required by the meat retailer in the future by comparing retail outlets across the USA and Canada
- conduct an analysis on how these skills are best acquired by comparing the effectiveness of both workplace training and training in a simulated environment
- analyse trends in the meat retail sector since the introduction of large scale supermarkets.

Craig’s research will be published for the whole industry to benefit and as such if you have any interest in his research topics we advise you to take the opportunity at the conference to talk to him.

His application was supported by MINTRAC, Agrifood Skills Australia and AMIC.

We would like to wish him the best of luck in this endeavour and look forward to hearing the outcomes.



Win a Free Trip to IFFA



May 8-13, 2010 Frankfurt, Germany

IFFA is the world's leading International trade fair for the meat industry. More than 900 exhibitors from Europe, USA and Asia will exhibit their equipment and services. IFFA will incorporate the Meat Vision Conference on May 11 and trade skills/small goods competitions. Organisers expect 60,000 trade visitors from 125 countries.

The spectrum of products at IFFA covers the entire meat-processing industry from slaughtering and cutting, through to packaging and selling and butchers' requisites, spices and ingredients.

IFFA is a fantastic event for anyone who is serious about a career in the meat industry.

The Prize

Package: One return economy air ticket to Frankfurt, plus five nights accommodation at a nominated hotel in Frankfurt. Plus \$1000 spending money.

Total prize value is \$6000

Eligibility

1. Work in the meat industry - full-time or part-time. All occupations in meat processing, packaging, sales and retail
2. Must be under 25 years of age on June 30, 2010
3. Must have a current passport or be eligible to get one by the time of travel
4. Applicant must agree to provide a verbal and/or written trip report to *Australian Meat News* as the basis for a story to be published mid 2010

To Enter

Keep an eye on the next two editions of *Australian Meat News* for application details. Applications will close in March 2010 for a trip in May.

For more about IFFA: www.iffa.com



Customisation of core unit CDs for individual workplaces or industry sectors

The self paced learning CDs for all six core units can now be customised to suit your needs.

You can:

- change the content
- change the pictures to enterprise specific photos
- add company information
- add logos
- include your own voice-overs
- etc.

Contact Jodie for a quote on getting a customised version for your apprentices.

Burn Baby Burn

*I crave the flesh of the sacred cow
charred and dripping fat
I love the sight of a baby lamb
spinning on the rack*

*I say, Burn!! Burn!!
Burn, Baby, Burn!!*

*My guitar player likes to know the bone
and suck the marrow out
He plays a Marshall stack twenty feet tall
and grills a porterhouse*

*I say, Burn!! Burn!!
Burn, Ross, Burn!!*

*[blazing guitar solo by Ross "the Boss"
Funicello]*

*Plantkillers...Plantkillers.. Plantkillers try to
rule my world
Plantkillers...Plantkillers.. Plantkillers try to
rule my world*

*The grill's hot, my knives sharpened
Got a bass-o-matic
And a hunger pang*

*Why do the Sioux hunt the buffalo?
Why do they love the pig in Spain?
Why do the big fish eat the small?
Why do we even have to eat at all?*

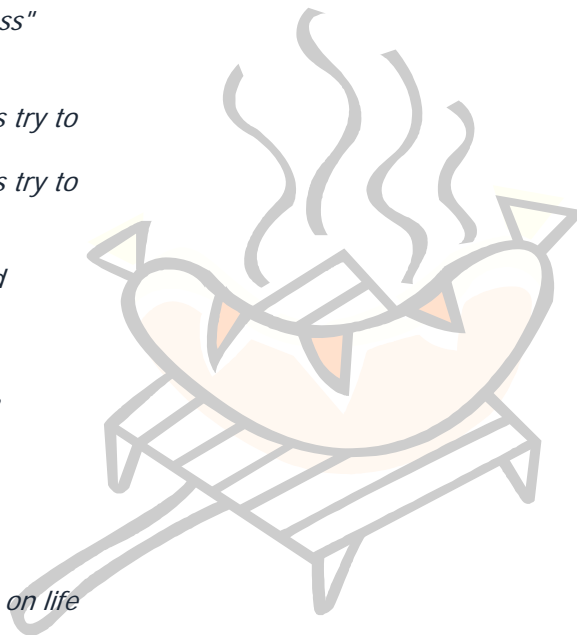
*Cause,
Life feeds on life feeds on life feeds on life
feeds on life feeds on.....*

*Look at me now
Look at me now
Look at me now
I'm on top of the food chain...*

*I am the carnivore
I am the omnivore
I am the matador
That's what my teeth are for!!*

*Burn!!
Burn baby Burn!!
Burn baby Burn!!
Burn baby Burn!!
Burn baby Burn*

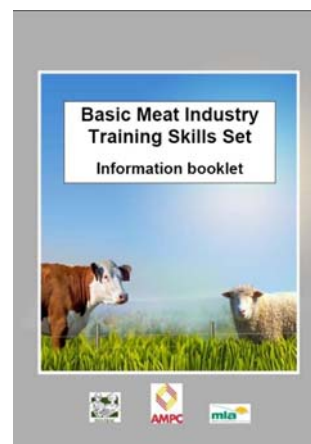
Words and Music by Andy Shernoff



Do you have these resources yet?

Basic Meat Industry Training Skills Set Information Booklet

This is information booklet to help companies and RTOs implement the Basic Meat Industry Training Skills Set. It covers: how the skills set can be used; what funding is available; collection of statistics; available resources for use with the skills set; how to issue a certificate. Freely available as an emailed PDF attachment, or a printed copy can be sent nationally for a total cost of \$10.



TAALLN401B Address language, literacy and numeracy issues within learning and assessment practices - E-learning CD

This CD covers the integration of LLN and Employability Skills into training and assessment. This CD can be copied and issued to learners of TAA Certificate IV in Training and Assessment or used as a self-paced professional development activity for meat industry trainers.

Regular price: \$220.00

Meat processing levy payer/MINTRAC Associate price: \$110.00



Training and assessment support materials for MTM07 Certificate I-III in Meat Processing (Meat Retailing)

This disk contains training and assessment materials to support Units of Competency contained within Certificates I-III in Meat Processing qualifications from the Meat Retailing Sector. Materials are presented as Word documents for easy customisation.

Regular price: \$220.00

Meat processing levy payer/MINTRAC Associate price: \$220.00



Reframing the future CD

This CD contains resources and outcomes from the participants in the Reframing the Future Project for training in Employability Skills.

Regular price: \$5.00

Meat processing levy payer/MINTRAC Associate price: \$5.00



Meat Industry Assessment, Validation and Moderation kit

The Meat Industry assessment, validation and moderation kit is designed to assist Registered Training Organisations (RTOs) to apply quality management practices to their assessment processes. It will assist RTOs to demonstrate a comparability of assessment standards and processes across the industry, and to meet their own requirements under the Australian Quality Training Framework (AQTF).

Regular price: \$220.00

Meat processing levy payer/MINTRAC Associate price: \$110.00



Vocational Education and Training in Schools for the Meat Industry resource kit

The VET in Schools resource kit provides information about programs, how to implement school-based apprenticeships and traineeships and how to make a program work. The kit provides useful information for: students, teachers, Registered Training Organisations, employers, Australian Apprenticeship Centres and parents. It also includes case studies, successful models and tools for developing a consultation process.

Regular price: \$220.00

Meat processing levy payer/MINTRAC Associate price: \$110.00



Microbiology - Booklet and DVD

Everyone who handles food needs a basic understanding of microbiology and how to prevent food contamination, and be able to recognise the importance of good hygiene and cleaning practices by following the correct operational procedures. This DVD contains two modules: Food Safety and Hygiene. The booklet contains a series of short questions to be answered after viewing the DVD. These materials can be viewed during induction, and with the core unit, MTMMP2C *Apply Hygiene and Sanitation practices*.

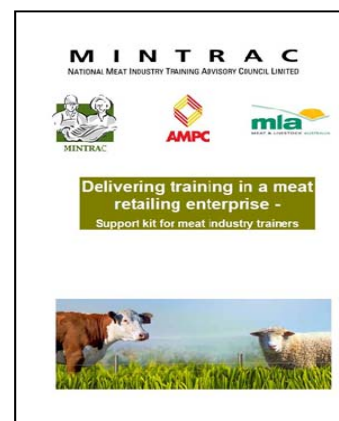
Regular price: \$48.00

Meat processing levy payer/MINTRAC Associate price: \$24.00



Delivering training in a meat retailing enterprise

This handbook has been developed to assist newly appointed trainers in meat retailing. As well as providing guidance and tips for trainers as they commence their new roles, the booklet provides a guide through the maze of educational term and organisations associated with vocational education and training. It also describes the many support networks and services available to assist trainers. Being an effective trainer in the meat industry is important. It ensures that the trainee's training experience is enjoyable, meaningful and supportive. Effective training is also a critical aspect of the enterprise's business outcomes. Purchase a printed copy for \$10 or request a PDF softcopy via email at no charge.



THE 2010 BARRY JOHNSON CRYOVAC YOUNG ACHIEVERS AWARD

Make your mark on one of Australia's most successful
agricultural industries.



Kristy Sims
BE Campbell 2005



Michael Connors
Cargill Beef 2006



Michael Lee
Hans Smallgoods 2007



Phil Gutzke
Woolworths Limited 2007



Jason Kennedy
Woolworths Limited 2008

"The recipient of this wonderful award receives a substantial grant to enable her/him to travel overseas to study meat packaging processes and practices. I only wish I was young again!! Past recipients have demonstrated the benefits of the study award to themselves, their company and the Australian meat industry in general. For the future of the Australian meat industry I urge managers to support this award and actively encourage potential applicants to apply in years to come"..... Barry Y. Johnson



Barry Y. Johnson

**Applications for the Barry Johnson Cryovac Young Achievers
Award open in March 2010.**

Award Recipients are formally presented the award at the annual AMIC conference with airfares and accommodation provided by Cryovac Australia.

If you would like more information:
e - Marcelle.Lobosco@sealedair.com
t - 03 9358 2231.



SPONSORED BY





SAVE THE DATE

Meat Retail Trainers' Conference 2010



17-18 November
2010



Location:
potentially
Sydney



MINTRAC
Suite 2, 150 Victoria Rd
Drummoyne NSW 2047

Phone: 02 9819 6699

Fax: 02 9819 6099

E-mail:

mintrac@mintrac.com.au

Web: www.mintrac.com.au



2009 Meat retail conference delegate list

First Name	Surname	Organisation
Tony	Adey	TAFE SA Adelaide North Institute
Andrew	Balls	Australian Business Limited Apprenticeship Centre
Ben	Barrow	TAFE NSW Granville Institute
Roger	Bond	Meat and Livestock Australia
Glen	Bramley	Argus Realcold Pty Ltd
Don	Buchanan	William Angliss Institute
Kevin	Cottrill	Australian Meat Industry Council
Rodney	Crack	Tasmanian Skills Institute
Steve	Davie	Tasmanian Skills Institute
Trevor	Eden	William Angliss Institute
Geoff	Foster	Department of Innovation, Industry and Regional Development
Mark	Garrard	TAFE Goulburn Ovens Institute
Greg	Greenshields	TAFE Goulburn Ovens Institute
Wendy	Hall	Response Learning
Paul	Hardman	Fast Track Apprenticeships
Jodie	Hummerston	MINTRAC
Jenny	Kroonstuiver	MINTRAC
Rod	Lye	TAFE NSW Lismore Institute
Wayne	McGee	TAFE Hunter Institute
Kerry	Melrose	Tinpit Pty Ltd
Warren	Nicholls	Axial Training Pty Ltd
Ken	Oakley	TAFE North Coast Institute
Craig	Peacock	William Angliss Institute
Wayne	Perry	TAFE South West Institute
Eddie	Pritchard	Axial Training Pty Ltd
Carla	Reading	TAFE Southbank
Clive	Richardson	MINTRAC
Daniel	Ryan	MINTRAC
Darren	Scott	Tasmanian Skills Institute
Steven	Shaw	Australian College of Training
Darren	Steel	Symbio Alliance
David	Suggett	TAFE South West Institute
Lyle	Todd	Coles Myer Ltd
Tracy	Tully	Charleville State High School
Tony	Whittaker	Manufacturing Skills Queensland
Paul	Wood	Department of Education, Employment and Workplace Relations

Proudly sponsored by:

