

# The changing world of Training Packages

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# The federal structure around Australian Training Packages

## Australian Industry and Skills Committee

- Established in May 2015
- provides leadership and guidance to the VET system
- draws on advice from the new Industry Reference Committees
- Approves and funds work to be undertaken on training products
- Approves completed Training Packages for endorsement

<https://www.aisc.net.au/>



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# Industry Reference Committees (IRCs)

- drive the process of Training Package development
- made up of people with experience, skills and knowledge of their particular industry sector
- are responsible for ensuring that Training Packages meet the needs of employers
- Lead the development and review of Training Packages
- Inform Training Package development priorities
- supported by independent and professional Skills Service Organisations (SSOs)



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# Skills Services Organisations (SSOs)

- support Industry Reference Committees (IRCs) in the review and development of training products, including skills standards and qualifications
- SSOs are accountable for providing technical, operational and secretariat services to enable their IRCs to undertake their industry engagement and Training Package development and review activities.
- <http://www.skillsimpact.com.au/about/>



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# 1996-8: Time of growth





# The bigger picture

- A time of turbulence and industrial strife and a poor OH&S record in the meat industry
- A new focus on developing export markets
- ANTA was formed 1992
- Competency-based training was a new concept
- Training Packages were being developed for the first time
- Different qualifications in every state
- MINTRAC was a 'Recognised Body'



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- **MTM98:**

- Certificate I in Meat Processing - (Smallgoods)
- Certificate II in Meat Processing - (Smallgoods), (Abattoirs)
- Certificate III in Meat Processing - (Rendering), (Smallgoods Laboratory), (Boning), (Meat Safety), (Slaughtering), (Smallgoods Manufacturing), (Laboratory)
- Certificate IV in Meat Processing (Leadership), (Quality Assurance), (Smallgoods Leadership), (Smallgoods Manufacturing), (Smallgoods Quality Assurance), (Meat Safety)



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- **MTM00**

- **Certificate I:** **Meat Retailing** added
- **Certificate II:** **Meat Retailing** and Food Services added
- **Certificate III:** **Meat Retailing**, Food Services and General added; Smallgoods Laboratory removed
- **Certificate IV:** General added; Smallgoods Leadership, Smallgoods Manufacturing, and Smallgoods Quality Assurance removed
- **Diploma** of Meat Processing and DMP (**Meat Retailing**) added
- **Advanced Diploma** of Meat Processing added



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# 2004 – winds of change





# The bigger picture

- ANTA was axed
- Industry Skills Councils were introduced
- Employability Skills became the buzz word
- MINTRAC lost its Recognised Body status
- NTIS was replaced by TGA



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- **MTM07**
  - **Certificate I** – no change
  - **Certificate II** – no change
  - **Certificate III** – (Smallgoods – General) and (Smallgoods – Manufacture) added; (Smallgoods Manufacturing) removed
  - **Certificate IV**: no change
  - **Diploma** – no change
  - **Advanced Diploma** – no change



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- **MTM11**

- **Certificate I** – no change
- **Certificate II** – no change
- **Certificate III** - (Meat Retail) changed to (Retail Butcher)
- **Certificate IV** – no change
- **Diploma** – no change
- **Advanced Diploma** - no change
- **Graduate Certificate in Agribusiness** – added
- **Graduate Diploma in Agribusiness** - added
- **Skill Sets** introduced



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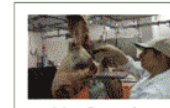
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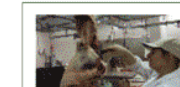
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# 2015 - A storm of change



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# The bigger picture

- Industry Skills Councils were axed
- AISC was created
- All Training Packages had to be changed
- Employability Skills were out – ACSF was in
- Split Units and Assessments
- Simplification!



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- **AMP (2015-16)**
  - **Certificate 1** – both removed
  - **Certificate II** – no change
  - **Certificate III** – (Quality Assurance), (Livestock Handling), (Packing Operations) – added; Meat Safety restructured
  - **Certificate IV** - Meat Safety restructured
  - **Diploma** – no change
  - **Advanced Diploma** – no change
  - **Graduate Certificate and Diploma** – no change
  - **Skill Sets** – 5 more added



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# WHAT'S ON THE HORIZON?



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# Four Year Work Plans

- Purpose:
  - offer strategic insights into emerging skills needs across industry sectors
  - identify a strong case for change
  - provide strong links between proposed changes and industry need
  - consider the opportunities presented by training package reform directions announced by Ministers in November 2015
  - establish a review process for Training Packages
- all in draft form – have been out for consultation
- are due to be submitted to the AISC by the end of September 2016



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In developing the National Schedule, the AISC will assess relative priorities across IRC work plans, taking account of risk, regulatory need, strategic industry and government priorities, economic impact, current levels of VET activity, and available budget.



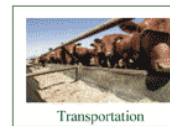
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# Australian Government's Youth Jobs PaTH programme

<https://www.employment.gov.au/youth-jobs-path-infographic>





# Future Training Product Reform project

- being led by the Victorian Government on behalf of the Ministerial Council
- No information available!



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# Review of the Training Package Development and Endorsement Process Policy

Consultation and development process has just commenced





# WHAT ARE THE CHALLENGES FOR MEAT RETAILING?





- What do you like most about the current butchery qualifications?
- What is the single biggest challenge for you as a trainer?
- What is the single biggest challenge for the apprentices?
- What is the single biggest issue for employers of apprentices?
- Where are there gaps in the butcher qualification?
- Are any of the current units becoming redundant?



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