

DEVELOPMENT OF AN ENGINEERING MAINTENANCE TRAINING STRATEGY

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Project Description

Following research undertaken by AMPC in 2014-15, a need for cross-trade accredited training in the area of engineering maintenance was identified. Subsequent investigation was undertaken by MINTRAC during the 2015 and 2016 network meetings which confirmed a strong interest in further development of appropriate training.

In December 2014 MINTRAC developed the concept of developing a series of new qualifications, to be incorporated into the Australian Meat Industry Training Package, to cover the skills development needs of engineering maintenance staff. The concept incorporated the development of a training pathway suitable for both qualified tradespersons and trades assistants, with an emphasis on gaining a skill set which addresses the range of engineering skills required in the meat processing industry, as well as an awareness and understanding of the meat processing industry in terms of food safety, quality assurance, workplace safety and other considerations specific to the industry.

It was then proposed that MINTRAC build on and bring to fruition the development of a suitable careers pathway and training solution to the needs and issues identified in the previous AMPC research.

Project Content

This project sought to achieve the following objectives:

-) fully investigate the need for industry-specific training for meat processing maintenance personnel
-) if required, develop draft qualifications and units to address those needs
-) identify and develop suitable resources
-) develop an implementation model for future adoption by RTOs.

Project Outcome

The following materials have been developed to support enterprises and RTOs in the delivery of training and assessment to engineering maintenance personnel:

-) Enterprise implementation strategy for the delivery of training to engineering maintenance personnel
-) Guide to maintenance training in the meat processing industry trainer manual

-) Trainer development program for the delivery of training to engineering maintenance personnel
-) Case study: A typical day for a maintenance manager

Benefit for Industry

The resources developed provide information and advice to enterprises and RTOs so that they may better understand training pathways available and training strategies that are best suited to engineering maintenance staff.

Well trained maintenance staff with a sound understanding of the meat processing industry may work more efficiently and reduce downtime.

Training and development of engineering maintenance staff may assist with employee recruitment and retention within this section of the workforce. The resources may also be useful in helping identify pathways for employees into a maintenance role from other areas of processing.

RESOURCES DEVELOPED FROM THE PROJECT

Enterprise implementation strategy for the delivery of training to engineering maintenance personnel

This resource provides maintenance training implementation information and advice to industry. It will provide information to companies who want to start putting in place a training program for their maintenance staff. The strategy provides an overview of the maintenance function, possible accredited training pathways, information about selecting training programs and providers, funding opportunities, and how workplaces can support students.

Trainer development program for the delivery of training to engineering maintenance personnel

This program provides development information and recommendations for trainers who want to deliver accredited training to maintenance staff and covers development options for trainers with meat industry experience who need to upskill in the maintenance training area, and for trade trainers who may need to gain a deeper understanding of the meat processing industry. It includes options for knowledge development such as reading, research and webinars, as well as practical options such as gaining hands-on experience in the production or maintenance environments in a plant.

A key feature of this program is the recommendation for a team teaching approach, and importance of providing trainers with plant tours to help them to become familiar and comfortable with the meat processing environment.

Guide to maintenance training in the meat processing industry trainer manual

This training manual is intended to be used by trainers and RTOs to develop a deeper understanding of the maintenance function, key tasks undertaken by maintenance workers in a plant, and the key training priority areas of the industry. Information from the manual can also be modified by training providers and used as learning resources for students.

Case study: A typical day for a maintenance manager

This can be used by trainers and enterprises. It is designed as a training tool which can be used to with new employees (in both maintenance and production areas), and even experienced people who have worked in production areas for a long time and may not have necessarily understood the perspective of maintenance. Heading text

USEFUL RESOURCES

www.ampc.com.au:

AMPC (2016), Pathways to build the capabilities of maintenance engineers, Final Report.

AMPC (2015a), Recruitment and retention guide for maintenance engineering in the red meat processing industry.

AMPC (2015b), Guide to competencies and training options for maintenance engineers in meat processing plants.

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