

SCHOLARSHIPS FOR THE ADVANCED DIPLOMA IN MEAT PROCESSING - FINAL REPORT

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1.0 EXECUTIVE SUMMARY

This project provided funding for up to 12 scholarships for the Advanced Diploma in Meat Processing, a qualification for managers within the industry who want to move into senior positions. Seven meat industry employees applied and were accepted for the scholarship. Each scholarship was worth \$6,000.

The objectives of the project were to provide leadership opportunities for meat processing employees through the Advanced Diploma program, and recognize AMPC's contribution to industry leadership development through approved communication channels.

Scholarship recipients attended 2x3-day workshops and 2x2-day face-to-face workshops for each of the four units studied. Work based study and assessment were completed between the workshops. All scholarship recipients have finished the formal part of the training and are completing the final assessment.

Along with gaining knowledge and skills that have benefited both themselves and their companies, scholarship recipients within the Advanced Diploma program have established strong networks amongst themselves. These networks have benefited both the program participants, their plants and the industry as a whole. It is recommended therefore that when the Advanced Diploma program is offered again, AMPC once again provides scholarships to encourage as many red meat industry employees as possible to apply.

2.0 INTRODUCTION

This project provided funding for up to 12 scholarships for the Advanced Diploma in Meat Processing. The Advanced Diploma is for managers already employed in the industry, who want to move into senior positions within their own enterprise and who can draw on workplace experiences and carry out assignments and projects in the workplace. People who enter this qualification usually have substantial experience in a meat industry sector and want to improve their business expertise and experience, and broader knowledge and understanding of the industry.

MINTRAC in collaboration with Response Learning delivered Advanced Diploma program from July to December 2017. The program was open to participants who already hold a Diploma of Meat Processing – these are usually people who hold relatively senior positions in processing companies. The Diploma involved the completion of four units: (AMPMGT601 *Benchmark to manage and improve enterprise performance*, BSBMGT605 *Set strategic plans*, BSBFIM601 *Manage finances* BSBINN601 *Lead and manage organizational change*) and included:

- / 2 x 3-day leadership workshops
- / 2 x 3-day face-to-face workshops for each of the four units – work-based projects and additional study will occur between workshops, with direct support from Response Learning.

Seven scholarships were awarded to the following participants:

- / Alex Campbell, B.E Campbell
- / Greg Williams, Northern Cooperative Meat Company
- / Aaron Murphy, Northern Cooperative Meat Company
- / Matthew Beattie, Teys Australia
- / Stephen Thomson, Teys Australia
- / Shane Kidd, JBS Australia
- / Dean Woosnam, Teys Australia

All scholarship recipients successfully completed the required workshops and are currently completing the final assessment.

3.0 PROJECT OBJECTIVES

The objectives of this project are to:

- / Provide access to leadership development through the Advanced Diploma program for meat processing employees.
- / Provide recognition of AMPC's contribution to industry leadership development through approved communication channels.

4.0 METHODOLOGY

4.1 Advanced Diploma Program

MINTRAC and Response commenced advertising the Advanced Diploma program on 20 July 2017. MINTRAC and Response assessed the eligibility of candidates, determined the units to be offered from the preferences indicated on the application form and set the study program.

MINTRAC contracted Response to deliver and assess the Advanced Diploma, independently of the scholarship program.

The total cost of each Advanced Diploma place is \$12,000.

4.2 Scholarships

The availability of scholarships was advertised to meat processors through both AMPC and MINTRAC databases.

AMPC received and acknowledged scholarship applications and chose the successful applicants. AMPC advised MINTRAC of the successful candidates.

Scholarships are valued at \$6,000 each and will be paid in two separate instalments:

- / \$3,000 on presentation of proof of completion of the first two units
- / \$3,000 on presentation of proof of completion of the Advanced Diploma of Meat Processing qualification.

Up to 12 scholarships were available.

4.3 Eligibility

To be eligible for a scholarship, applicants had to meet the eligibility criteria listed below:

- / Be currently employed by an AMPC member company
- / Provide proof of acceptance into the Advanced Diploma of Meat Processing program
- / Provide proof of company support to undertake the program
- / Provide a separate letter of application addressing the following:
 - Why do you want this scholarship?
 - How will this qualification help you in your current role?
 - What are your career goals and how does the qualification relate to those goals? (please provide a detailed career development plan)
 - How will this qualification be beneficial to your company and the meat industry?

Scholarship recipients also had to commit to attend the workshops and complete the assessments as required.

5.0 PROJECT OUTCOMES

This project provided red meat processing employees who want to move into senior positions the opportunity to develop leadership skills. The Advanced Diploma program also enabled participants to gain broader knowledge and understanding of the industry. All AMPC scholarship recipients have successfully completed the formal part of the training and are currently finishing their assessments

As well as developing new skills and enhancing current knowledge, participants in the Advanced Diploma program built valuable networks within the industry which will assist in making the industry more integrated in the future.

6.0 DISCUSSION

Scholarship recipients agreed that along with building on existing knowledge and developing new skills, the main benefit of the program was the network opportunities the Advanced Diploma program provided. The relationships they developed with other participants in the program not only assisted them during the workshops and assessments, it continues to do so now the formal part of the training is complete. Several participants say they still contact other members of the group for advice and to share knowledge. The development of this type of network provides opportunities for the industry to become more integrated and enables plants to work together in ways that benefit the industry.

7.0 CONCLUSIONS/RECOMMENDATIONS

Along with gaining knowledge and skills that have benefited both themselves and their companies, scholarship recipients within the Advanced Diploma program have established strong networks amongst themselves. These networks have benefited both the program participants, their plants and the industry as a whole. It is recommended therefore that when the Advanced Diploma program is offered again, AMPC once again provides scholarships to encourage as many red meat industry employees as possible to apply.