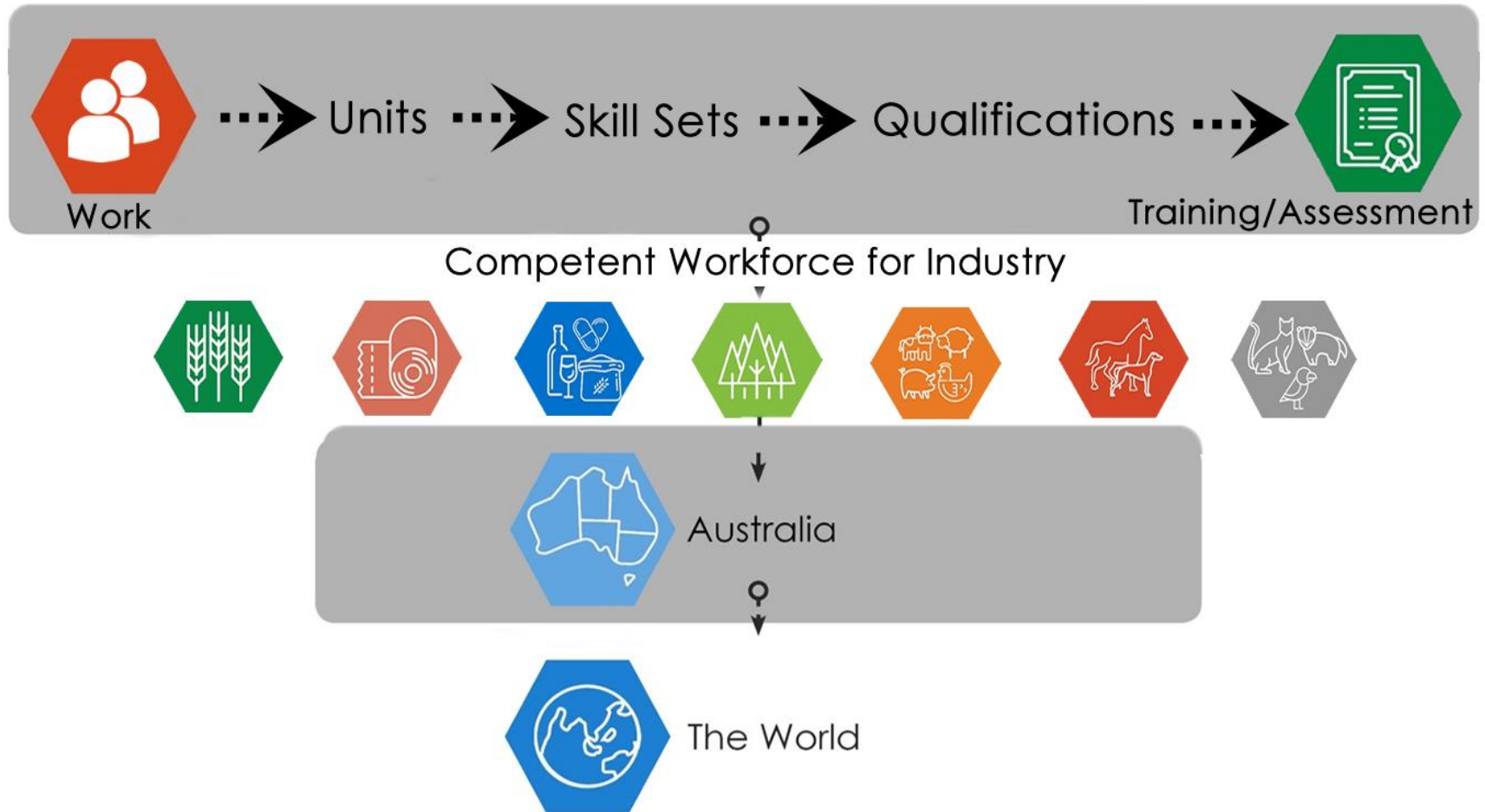# Skills Impact

Skills Service Organisation

Supporting Industry Reference Committees

Contents

1. Who we are, what we do
2. Industry Reference Committees
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4. The big picture
5. Where the system is heading
6. Cross industry projects

Developing qualifications to meet industry needs

Work ····> Units ····> Skill Sets ····> Qualifications ····> Training/Assessment

Competent Workforce for Industry

Australia

The World

Skills Impact

Committees are at the core

Meat Industry Reference Committee

The Meat Industry Reference Committee (IRC) has responsibility for overseeing the development of industry units of competency, skill sets and qualifications relative to the following sectors:

• Meat processing (abattoirs)
• Poultry processing
• Small-goods manufacturing
• Wild game harvesting
• Meat wholesaling and retailing

Member	Organisation/Area of Expertise
Cameron Dart	Expert in general meat processing
Glen Meers	Expert in beef processing (just resigned due to job change)
John Hughes	Australian Meat Industry Council (AMIC)
Graham Smith	Australian Meat Industry Employees Union (AMIEU)
Geoff Yarham	Expert in beef processing
Grant Coutney	Expert in general meat processing
Laurie Tobin	Expert in pork processing
Matthew Journeau	Expert in meat retailing
Michael Bayer	Expert in general meat processing
Scott Robinson	Expert in general meat processing
Stacey McKenna	Expert in sheep meat processing
Vacant	Expert in small goods

Meat Industry Reference Committee Achievements

- Successful transition to new format and recruitment of new members

- Gaining approval of AMPv2 –abattoir, smallgoods, food services and updated meat inspection qualifications

- Gaining approval of AMPv3 – this was the Animal Welfare Officer Assistant Skill Set; inclusion of poultry processing and several other new units

- Dealt with and resolved about 30 issues raised through the Issues Register

- Prepared 2 Industry skills Forecasts

- Prepared responses to the two recent discussion papers;

  - ASQA review of issues relating to unduly short training

  - Training Product Reform: What is the case for change?

- Contributed to the cross sector discussion papers and committees

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Why are we doing this?

- Industrialization of work and skills is new

- Opportunities to learn how to carry out job roles

- You need access to workplaces, trainers and practice

- Units of Competency are industry's way of telling "outsiders" what it takes to carry out a role

- Units and Quals are underutilized industry IP

- They give everyone who wants to, the chance to learn

AISC and VET System Leadership

- Big picture and reform process

- Clarity about what is trying to be achieved

- Key structures are being and need to be challenged e.g. Training Product Reform, Cross Industry Projects (Just the start?)

- Some policy impediments

- Training delivery reform?

IRC Performance

- Responsibilities of IRCs and individual members vs accountability

- System Focus: Improvements in training packages and the VET sector

- Industry Focus: workforce skills, availability of training and of labour, industry development and quality

- Downstream of training package issues.

Consultation and Industry Engagement

- What is consultation? what is industry engagement?

- Stakeholder mapping and monitoring

- Consultation models, fit for purpose, depends on what are we trying to achieve

  - ○ Write or improve units (technically write or wrong)

  - ○ Design a qualification (stakeholder expectations?)

  - ○ Quality product, quality experience, quality processes

- Ability to "digest" and assimilate differing views

- Indigestibility of some views

- Issues management

Cross Industry Projects

The AISC also approved cross-sector project Cases for Change:

- **Supply Chain Management** – Transport and Logistics IRC
- **Big Data** – Information and Communications Technology IRC
- **Cyber Security** – Information and Communications Tech IRC
- **Automation** and **Digital Skills** Industry 4.0 IRC to be established
- **Environmental Sustainability** – IRC to be established
- **Aged Care** – IRC to be established .

Australian
Industry and
Skills Committee

Cross Industry Projects

Australian Industry and Skills Committee

- Everyone is a stakeholder, identification of key stakeholders is challenging

- Industry concern regarding "generic" units, underlying skills are transferable

- Contextualisation, industry specific assessment tools

Quality

- What does quality look like in this space?
  - Quality of projects
  - Quality of process
  - Quality of experience
- Quality means different things depending on stakeholders' perspective
- AISC, IRC, "Industry bodies", STAs, ITABs, RTOs
- Industry bodies include:
  - Employer Associations, Unions, Enterprises, Professional Associations, Research and Development Corp, Growth Centres, Peak or Special Purpose Committees/Taskforces
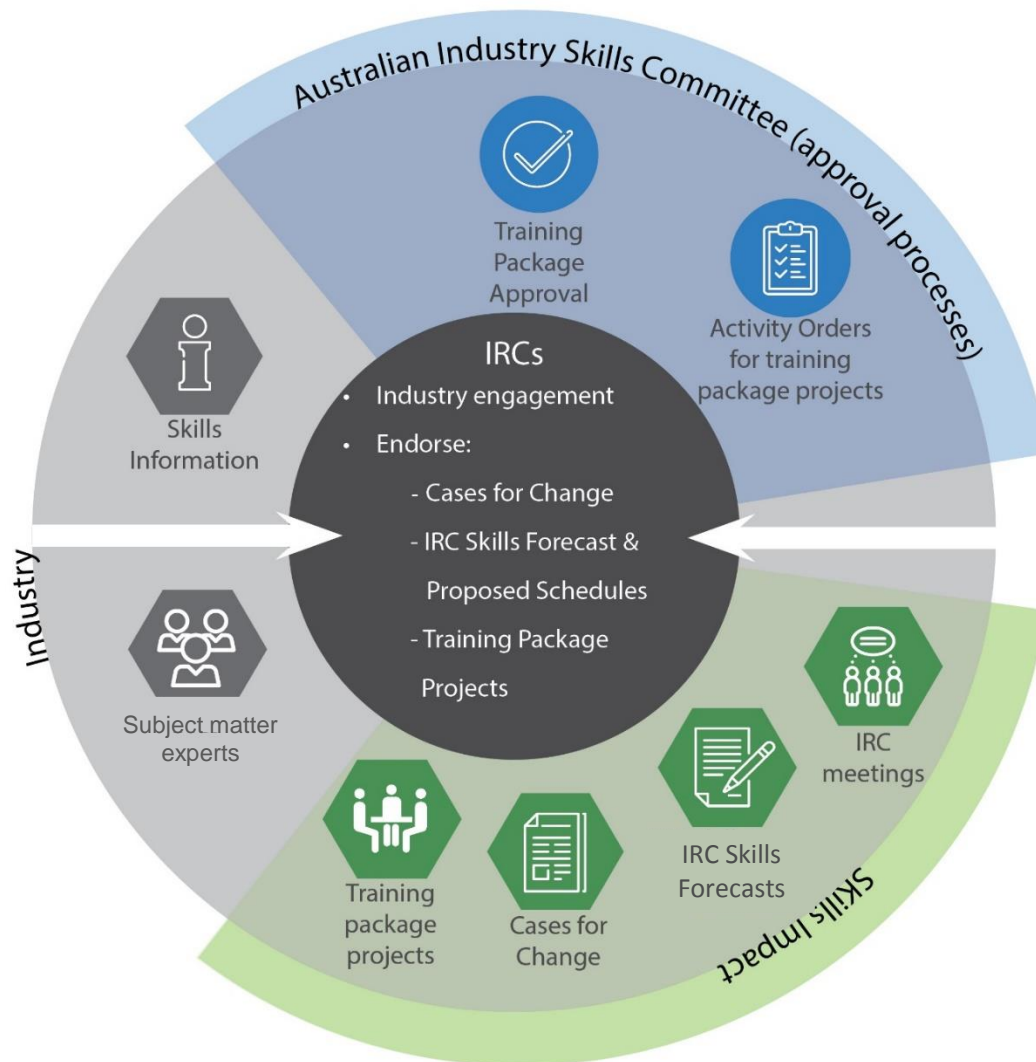
Beyond Training Packages…..

- Quality of delivery (you can't learn how to be productive in a school, but you can't be productive without schooling)

- Quality of assessment

- Quality of workplace learning and development

Greater levels of enterprise support and understanding. IRCs often recognize this

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Summary

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Organisation

Industries of most interest

- ☐ Agriculture, Horticulture, Conservation & Land Management
- ☐ Animal Care & Management
- ☐ Food, Beverage & Pharmaceutical
- ☐ Forest Management & Harvesting
- ☐ Meat Processing
- ☐ Pulp & Paper Manufacturing
- ☐ Racing
- ☐ Aquaculture & Wild Catch
- ☐ Timber & Wood Processing
- ☐ Timber Building Solutions

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Skills Impact is the national Skills Service Organisation (SS... ...on of Industry Reference Committees (IRCs). IRCs develop ...dustry competency skills standards and qualifications for ...

IRC Skills Forecasts and Proposed Work

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