



SPECIAL POINTS OF INTEREST:

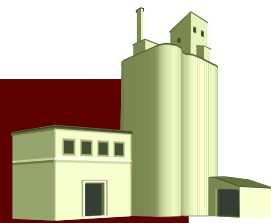
- Training package review
- New trainer for the college
- New units of competency proposed for the industry
- Technical update from John Spragg

INSIDE THIS ISSUE:

Newly Qualified	2
National Review	2
Technical Update	2
New Trainer	3
New Units of Competency	3
Introducing the Team	3
Training Matters	4



Stock Feed Manufacturers' Council of Australia



Around the Mill

VOLUME 1, ISSUE 1

JUNE 06

National Training Program

At the end of 2005 the Stock Feed Manufacturers' Council of Australia and the Australian College of Training signed an agreement that resulted in the College being nominated the 'Preferred Training Provider' for the industry and Council members.

This initiative by the Council came out of the Council's strategic plan for the development of the industry.

As can be imagined, the National roll out of training across all States is a mammoth task as it involves dealing with many different State Departments. This is an important aspect of the program because it involves accessing State and Commonwealth funding to enable the training program to be cost neutral for the industry in terms of financial outlay.

As part of the implementation of the Stock Feed Manufacturers' Council of Australia (SFMCA) National training program the Australian College of Training (ACT) has appointed Liam Flanagan as the National Coordinator.

Liam will be predominately based in Victoria and New South Wales but will also coordinate training and work within the other States.

A number of National initiatives have also been implemented as part of the National approach. One which is reported in the newsletter is the request for five additional units of compe-



tency for the stock feed industry. These are detailed further on page three.

Of course this training newsletter is another National initiative that forms part of the program, along with National teleconferencing with the Council's Training Committee.

Presently the College is working

with 25 Stock Feed companies who are at various stages of implementing the National Training Program.

Students from some sites are already beginning to qualify from the program with a Certificate II in Food Processing and are also progressing on to Certificate III in Food Processing. There are others about to commence their Certificate IV in Food Processing which has a strong leadership and supervisory element.

For those companies wishing to become part of this National program please contact Liam Flanagan using the contacts below.

ready met Liam as he has visited more than 50 stock feed mills in the last 3 weeks in a number of States.

To contact Liam call 0400 087 100 or email liam.flanagan@auscollege.com.au



New National Coordinator

Newly Qualified People



People are already qualifying from the National training program.

The first trainees commenced stock feed training in mid 2005 and became part of the National program as it started to unfold.

There are now three people who have successfully completed their training and received a Certificate II in Food Processing.

All three are now going on to complete their Certificate III in Food Processing.

The first three trainees to qualify at Certificate III in Food Processing work for the Western Australian based company Poultry Farmers Cooperative of WA. The training and assessment included both day shift and night shift teams where Australian College of Training delivered its services during both shifts. The night shift team greatly appreciated this because if they attended day time training sessions then their sleep and routine would be affected.

It is expected now that there will be a continued stream of people qualifying as the College is in the process of signing up around 130 trainees with many more interested in becoming part of the National Training Program.

Good luck to all the new trainees and the trainees presently in training.

“This is your opportunity to have influence on the training for your industry”

National Training Package Review

At present the Food Processing Training Package (this is the document that contains the National competency standards and qualifications rules) is presently under review.

The AGRI-food Skills Council is responsible for the review of the Training Package and has appointed Avenir Consulting to undertake the review. The Training Committee of the Stock Feed Manu-

facturers' Council of Australia has provided feedback to the consultant undertaking the review.

This industry feedback was provided via John Spragg and the Australian College of Training. The majority of the feedback has related around the need for specific units of competency and the requirement under the packaging rules to deliver core units such as 'food safety' which is

not completely relevant to the industry, 'feed safety' appears to be a better unit for the industry as it has a direct relationships with the critical control points of most operations.

If you wish to include your issues or opinions related to the Training Package review please contact John Spragg the Executive Officer of the SFMCA at jspragg@sfmca.com.au

On the Horizon - John Spragg

Around the globe there is increasing attention being given to feed safety and methods by which the feed industry can have greater risk management controls. Australia is well placed to address any future issues through the SFMCA's QA accreditation program FeedSafe.

An essential part of FeedSafe as defined within the Code of Good Manufacturing Practice is training of personnel. Stock

feed manufacturers are required to provide appropriate training to employees, this training relating to the complexity of the process and tasks employees are assigned to undertake. Additionally employees must be trained to understand the importance of what they are doing and the potential impact their work actions can have upon product safety, quality and the environment.

The Australian stockfeed industry is seeking to retain our good reputation and this position is enhanced through manufacturers implementing on the job training for all employees. To this end, the SFMCA encourages all manufacturers to adopt the SFMCA National Training Program being delivered by the Australian College of Training



New Trainer - Malcolm Gresswell

At the end of May 06 Malcolm Gresswell was officially appointed as a trainer and assessor for the Australian College of Training.

Malcolm brings a wealth of stock feed experience and knowledge to the College.

Malcolm will focus on the delivery of technical units of competency such as those related to grinding and pelleting. The other areas of focus will include reviewing the College's generic food processing training resources to ensure they deliver best practice training to the industry.

For those people who may not have met Malcolm he has over 40

years experience in the Cereal Milling Industry in a variety of roles including State General Manager, Operations Manager of the largest Stockfeed Milling company in Australia. He has also been involved in Milling Engineering overseeing the construction of a number of Feed Mills. He has been a key person in the formative years of the stock feed industry.

He possesses a wicked sense of humour that is only equaled by his passion for the stock feed industry.

A conversation with Malcolm takes you on a journey through trials and tribulations of an indus-

try that has grown from a byproduct industry to a key and integral part of the food chain.

The College is very proud to have Malcolm on its team as he brings a depth and dimension to the National Stock Feed training program.

Malcolm is located in New South Wales but will travel to all States to provide technical expertise and maintain a National consistency to the program.

To contact Malcolm call 0408 659 688 or email malcolm.gresswell@auscollege.com.au



“Units of competency proposed, are to add greater breadth to training in the stock feed industry”

New Competency Units Requested

To strengthen the skill set within the industry a number of new units of competency have been requested for the stock feed industry as part of the training package review:

- Feed Safety - A unit of competency that covers feed safety. This requested unit is to replace the food safety unit. The unit would also cover the competencies related to Restricted Animal Materials (RAM) and will be aligned with

“Feed Safe”®

- Animal Nutrition for Stock Feed Milling – A unit covering basic nutrition for the species of animals that stock feed is produced for.
- Supplementary Feeds – Covering supplementary feeds, including liquid feeds and block feeds.
- Mash/Meal Feeds - A unit covering mash and meal feeds for use where there are no pelleting operations.

- Handling and Use of Feed Additives and Medications - A unit covering the use of various feed additives including:
 - Storage and handling of additives, including medications
 - Accuracy of weighing/dosing
 - Avoiding cross transference
 - Non compatibility between animal species
 - Calculating use rate based upon activity
 - Safety and health in handling additives

The AusCollege Team

Meet the Australian College of Training team (from left to right).

- Christina Richards - Director and Curriculum Developer (Food Technologist)
- Liam Flanagan - National Stock Feed Coordinator
- Leo Krieger - Financial Controller
- Gary Chesson - Meat & Poultry Industry Trainer
- John Morris - Food & Meat Industry Trainer
- Yvonne Tham - IT Administrator
- Nada Soltisiak - Meat and Plastics Industry Trainer
- Terry Richards - Managing Director (Food Technologist)

Missing from photo:

- Linda Lim - Registrar and Re-

cords Manager

- Allan Cottrell - OH&S Trainer
- Malcolm Gresswell - Stock Feed Industry Trainer
- Catherine Redfern - Food Industry Trainer (Food Technologist)



The College Crew (with a some missing)



Australian College of Training

86 Farrington Road
Leeming WA 6149
Phone: 08 9312 7388
Fax: 08 9332 9486
E-mail: terry.richards@auscollege.com.au

ACT Now for your future



Terry Richards, Managing Director of Australian College of Training is seen here delivering a paper at the Australasian Milling and Stock Feed Conference

held in the Gold Coast in March 06.

He has been involved in competency based training for more than 15 years, is a food technologist, has trade skills and has a passion for developing people. Terry is a member of the AGRI-Food Skills Council Steering Committee for the Training Package review and the National Reference Group for Registered Training Organisations. He has worked in Government and Industry as a quality assurance manager, export manager and a CEO. Terry is proud to be part of this upskilling program for the stock feed industry.

www.auscollege.com.au

Training Matters

Australia is presently experiencing unprecedented skills shortages in many regional and manufacturing sectors.

It has never been more important to develop specialized skills within the stock feed industry. In this time of high competition for labour the need to offer career and learning path ways to new and existing workers has never been more important.

When faced with the decision between a more highly paid job in the mining sector and a career path at a local or regional stock feed mill the career option does hold some serious merit.

The new apprenticeship or traineeship program is primarily designed to provide both skill development and career paths, but also to attract and hold people in jobs that did not previously offer long term career

prospects.

This National training program by the Stock Feed Manufacturers' Council of Australia is designed to offer careers and to attract people



to the industry and to retain them in the industry.

In the past, training in the stock feed industry has been less accessible and this has led to traineeships in other areas such as Warehousing and Distribution. Whilst this is a train-

ing option for some large organisations for specific roles it does not train in the core roles and responsibilities of most people working in the industry. The qualification obtained with this type of training will generally have career options outside of stock feed manufacturing.

Many employers are now finding that their employees cannot access stock feed traineeships because of previous qualifications in Warehousing and Distribution.

The end result is that some organizations have a number of Certificate III employees but with no one having a stock feed related qualification.

It is best to build careers within the industry to enable your organization to grow and become globally competitive.