

Rice ZRG Enterprise Training Package Case for Change

A. Administrative information

Name of IRC: Food, Beverage and Pharmaceuticals

Name of SSO: Skills Impact

This business case provides the rationale supporting the transfer of the units and qualifications currently in the *ZRG05 Ricegrowers' Co-operative Limited Enterprise Training Package* to the *FDF Food Processing Training Package* and the development of new skills sets. This transfer and development is required to support the rice industry, ensuring it has access to best practice occupational skills standards that support the development of new and existing staff.

The Commonwealth has determined that all enterprise Training Packages should be archived. Included in this process is the *ZRG05 Ricegrowers' Co-operative Limited Enterprise Training Package*. This will have an adverse impact on the rice industry as access to nationally endorsed training will not be available.

The single rice processor in Australia is SunRice making them the key stakeholder. SunRice is a significant organisation in Australia comprising of 10 business entities employing 2,100 staff. In 2016 244,184 tonnes of rice were harvested contributing to a revenue of \$1.3 billion.

To ensure the Training Package meets industry's needs and expectations, the proposed components to be transferred to the *FDF Food Processing Training Package* will require significant review and development of skills sets, The required work includes: (See full list at Appendix A)

- 3 qualifications
- 20 units of competency
- 2 new skill sets.

Description of scope of work is at Part C below.

B. Why a case for change?

SunRice expect in 2017 that the volume of rice harvested will double resulting in substantial growth in the workforce including a sizable increase in new staff requiring training. Suitably trained staff are critical to the industry's ability to manage the anticipated increase in rice processing over the coming years.

With the Commonwealth's directive to archive enterprise Training Packages, the rice industry will not have access to endorsed training for new entrants or existing staff.

Should the transfer of the units and qualifications to the *FDF Food Processing Training Package* and development of skill sets not proceed, it is likely that training will continue using elements of the ZRG Training Package. This will however be non-endorsed and lead to no formal recognition of training for graduates.

SunRice have indicated that TAFENSW is currently delivering training to the industry using the *FDF Food Processing Training Package* and importing units from the *ZRG05 Ricegrowers' Co-operative Limited Enterprise Training Package*. There has been external delivery of two units, *ZRGRPCS2A Operate a rice colour sorting process* and *ZRGRPRW2A Operate a rice whitening process*, as imported units. Currently the remainder of existing units in ZRG05 are delivered internally by SunRice as non-endorsed training. SunRice have indicated that if units that are currently in the ZRG05 Training Package are moved to the *FDF Food Processing Training Package*, internal delivery will cease and there will be an uptake of endorsed training.

Rice ZRG Enterprise Training Package Case for Change

SunRice have also requested that two new skill sets be created: Rice Processing (seven units) and Rice Flour Processing (three units).

C. Outcome of the research and consultation carried out as part of this case for change

The *ZRG05 Ricegrowers' Co-operative Limited Enterprise Training Package* currently has three qualifications:

Name of qualification	No. of RTOs
ZRG10105 Certificate I in Rice Processing	0*
ZRG20105 Certificate II in Rice Processing	0*
ZRG30105 Certificate III in Rice Processing	0*

*Note: The *ZRG05 Ricegrowers' Cooperative Limited Enterprise Training Package* is currently not active on training.gov.au (TGA). No RTO can register to deliver the training package. If the qualifications and units of competency are moved to the *FDF Food Processing Training Package* it is expected TAFENSW will place the qualifications on their scope.

It is recommended that the units and qualifications be transferred to the *FDF Food Processing Training Package* and a full review occur to:

- Ensure all units are updated to current industry practices and the 2012 *Standards for Training Packages*
- Align units currently in the *FDF Food Processing Training Package* that are similar to those in the ZRG05 Training Package
- Relevant Skills Sets are developed to support skill outcomes
- Ensure units are aligned with the appropriate AQF level.

D. Estimated impacts of proposed change

Stakeholders have indicated the following benefits from the proposed transfer and development:

- access to a skilled workforce suitably training to industry required standards
- access to industry relevant endorsed training for new and existing employees
- updated units and qualifications and the development of new skill sets to more closely address industry skill needs.

Potential impacts on training providers:

- Continued ability to deliver current FDF qualifications with access to rice units
- Access to additional qualifications for delivery of endorsed training in specialist rice processes.

Risks of not proceeding with the project:

- Pre-employment training will not be available for potential employees of SunRice
- SunRice will need to take full responsibility for the training of existing employees in this industry
- Individual employees will have no formal recognition of training undertaken.

Risks of proceeding with the project

- Lower than expected enrolment numbers.

Rice ZRG Enterprise Training Package Case for Change

E. Outstanding issues

There are no outstanding issues.

F. Proposed approach and estimated timeframes for undertaking development work

Training package development and review work will follow the standard stages of project scoping, technical development, consultation, validation, final draft, quality check, and endorsement.

The recommended time to complete work is 6 months from the completion of the project to the submission for endorsement. Consultation with industry has identified the potential work required however this will be more closely scoped at the commencement of the project.

On completion of the project scope:

- Units will be reviewed against existing FDF units to ensure no duplication occurs (initial investigations indicate that no duplication is likely)
- Units will be reviewed and written in line with the 2012 Standards in consultation with industry
- Qualification structures will be reviewed and modified where required
- New skill sets developed
- Training package development processes applied including industry consultation, access and equity checks, quality review and submission for endorsement.

G. Training product review status

See Appendix A.

H. IRC Signoff

This business case was agreed to by

(Name of Chair)

Signature of Chair

Rice ZRG Enterprise Training Package Case for Change

Appendix A Training product review status

Revised Training Package Code and Name	Revised Qualification Code and name	Revised Unit of Competency Code and Name	Revised Skill Set Code and Name	Review Status	Change Required
FDF Food, Beverage and Pharmaceutical Training Package	New Certificate I in Rice Processing				3.5
FDF Food, Beverage and Pharmaceutical Training Package	New Certificate II in Rice Processing				3.5
FDF Food, Beverage and Pharmaceutical Training Package	New Certificate III in Rice Processing				3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Locate industry and company products and processes (Rice Processing)			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Receive raw materials			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Pack product manually			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a grain receipt process (Rice Processing)			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a paddy rice preparation process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice drying process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice hulling and separation process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice whitening process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a colour sorting process			3.5

Rice ZRG Enterprise Training Package Case for Change

FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice grading process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice blending and cleaning process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice flour break process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice flour grading process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice flour blending process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice vitamin enrichment process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice product manufacturing process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a packaging process			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a system (Rice Processing)			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Conduct rice harvest receivals			3.5
FDF Food, Beverage and Pharmaceutical Training Package		New unit - Operate a rice seed preparation and storage system			3.5
FDF Food, Beverage and Pharmaceutical Training Package			New skill set – Rice processing		3.5
FDF Food, Beverage and Pharmaceutical Training Package			New skill set – Rice flour processing		3.5