

Diploma & Advanced Diploma in Meat Processing Project

Summary of new changes to the Advanced Diploma and Diploma of Meat Processing, arising from feedback from the July 2020 consultation round.

Diploma of Meat Processing

- Small rewording of the Qualification Description to more closely reflect the purpose and vocational outcomes of the Diploma (and differentiate it from the Advanced Diploma).
- Small rewording of entry level requirements in terms of industry experience in managing a team and managing technical meat area or business unit and intent to include justification for requirements in Companion Volume.
- Three units moved from Diploma to Advanced Diploma to address nesting and more closely align units with the Australian Qualifications Framework (AQF) specifications and industry outcomes for each qualification level:
 - Making *BSBMGT605 Provide leadership across the organisation* only available in the Advanced Diploma (and removing it from the Diploma) as the scope of the unit is broader and more strategic at that level. Adding *BSBWOR502 Lead and manage team effectiveness* at the diploma level as this unit is more consistent with the scope and skills at the diploma level.
 - Making *BSBINN601 Lead and manage organisational change* only available in the Advanced Diploma (and removing it from the Diploma).
 - Removing *BSBMGT617 Develop and implement a business plan* from the Diploma and moving it to the Advanced Diploma, as it has a broader and more strategic approach on planning to 'run a whole organisation' (where it is located in the current version of the qualification). Also removing *AHCBUS609 Develop and review an enterprise strategic plan* which has a broad scope and replacing it with *BSBMGT517 Manage operational plan*, which describes the skills to manage work of others and operate within the parameters of a broader strategic and/or business plan, and more closely matches the outcomes required at the diploma level.
- Responding to feedback in regard to similarities and duplication between some units and more closely aligning the units with the AQF descriptors. This includes:
 - Removing *AMPMGT503 Develop and assess a business opportunity in a meat retailing establishment* as there is scope in *SIRXMGT005 Lead the development of business opportunities* to include developing and assessing business opportunities in meat retailing.
 - Adding *BSLDR504 Implement diversity in the workforce*.

Advanced Diploma of Meat Processing

- Small rewording of the Qualification Description to more closely reflect the purpose and vocational outcomes of the Advanced Diploma.
- Small rewording of entry level requirements and intent to include justification for requirements in Companion Volume.
- Responding to feedback to align units with AQF specifications and remove nesting, three units have been removed from the Diploma and will instead be available at the Advanced Diploma level. These units are:
 - *BSBMGT605 Provide leadership across the organisation* – the scope is broader and more strategic at this level.
 - *BSBINN601 Lead and manage organisational change*.
 - *BSBMGT617 Develop and implement a business plan* (where it is located in the current version of the qualification) as the application of this unit describes a broader and more strategic scope, focusing on developing and implementing a business plan to 'run a business operation.'
- *BSBR501 Manage risk* added.

Summary of Feedback, Responses and Actions from the July 2020 consultation round

Below is a summary of the issues raised for the draft qualifications and units of competency developed and reviewed for the Diploma and Advanced Diploma Project, and how these issues have been dealt with. This involves a consideration of the information provided, views of industry stakeholders and from people who reside on the Technical Advisory Committee (TAC) and are highly regarded as industry subject matter experts (SMEs). Resolutions are constructed to consider the needs and views of stakeholders to the extent possible, and to comply with the Standards for Training Package 2012. The resolutions may represent a compromise on one or more stakeholder views with the aim of a workable outcome for industry, State and Territory Training Authorities (STAs) and training providers.

Stakeholder Comments and Identified Issues		Consideration and Proposed resolution
Industry Association WA	<p>Feedback on Dip & Adv Dip Meat Processing</p> <p>Originally, I had thought combining the Diploma and the Retail Meat Diploma was a good move and due to the low take up of these 3 quals I didn't think about the quals much more. However, the Victorian Govt was correct in their critique of the 2 revised quals (in that they had shared Units).</p> <p>My starting point is always what is the job outcome of the qualification. When I read the qualification descriptions of the two revised quals, I can't really see much difference: management and senior management. I guess it could be argued that one applies to <u>a</u> processing operation and the other to <u>multiple</u> processing operations. But are not the skills required similar or the same - just scaled up?</p> <p>The next questions are what has been the uptake and what is the likely uptake? Well we know the uptake for both (nationally) has been low. The meat processing sector also runs pretty thin at the management levels, so uptake is never likely to be great. Another important question to ask is: if someone completed the Diploma is it likely they would want to progress on to the Advanced Diploma. I think not. Management skills are also available through higher ed and the BSB Training Package.</p> <p>Next, I have looked at the proposed qualifications. Both are just 6 Units - this is rather thin. And neither of them have any core, apart from a stipulation of at least 2 AMP Units for the Diploma. Now I like flexibility, but this just indicates to me that the outcomes of both the quals are unclear.</p>	<p>Thank you for your considered feedback on the Diploma and Advanced Diploma in Meat Processing Project.</p> <p>Historically the uptake of the Certificate II – Certificate IV in Meat Processing has had strong support and uptake in the industry. The Diploma and Advanced Diploma has provided an opportunity for managers in the meat industry to also access training to support both general leadership and management and the management of technical, functional and business areas in meat establishments right through from supervisor level to senior management. As you have commented the uptake of the Diploma and Advanced Diploma has not been large but it has been important in providing a pathway from entry level through to senior management for the industry covering the dual responsibilities at these levels of leadership and management of individuals, teams and whole organisations together with management of technical, functional and business areas in meat establishments. It also provides an opportunity for the industry to respond to emerging areas of importance such as establishing blockchain in a supply chain.</p> <p>The SMEs have considered your comments on whether the two qualifications are required, the number of units required and entry requirements for the Advanced Diploma. Industry input does see a clear differentiation between vocational outcomes at Diploma and Advanced Diploma levels both in scale of areas being led and managed and in more strategic and complex roles with the management of technical, functional and business areas at each level. We have worked on the Qualification Descriptors at the Diploma and Advanced Diploma levels to try and describe these outcomes more succinctly. We do also take on board your feedback and will re-</p>

Surprisingly, there are 22 electives in the Diploma, so much room for flexibility – in fact two people with the same Diploma could have obtained completely different competencies. Moreover, the Diploma can be completed with two thirds of the Units being BSB Units.

Many of the Advanced Diploma Units seem way too operational (eg AMPMGT605, 604 and 603, and BSBFIM601). **What is the argument for having the 2 qualifications?**

I suggest that MINTRAC should look at combining the 2 qualification (into a Diploma) and establish some core Units (eg people, quality, utilities, finance, marketing, and BSBMGT617)

- AHCBUS609 and AMPMGT601 could possibly be combined
- AMPMGT603 and AMPMGT501 could be combined
- AMPMGT606 and AMPMGT607 could be combined

On a slightly different note:

- I note that the Advanced Diploma doesn't have any entry requirements whilst the Diploma does. This is inconsistent.

address it in the review of the Training Package which will be undertaken in the near future.

In response to your feedback in regard to individual units we have re-assessed the units you've itemised at the Diploma and Advanced Diploma levels.

We have taken a more systematic approach to the business and strategic planning units by removing *AHCBUS609 Develop and review an enterprise strategic plan* and replaced it with *BSMGT517 Manage operational plan* which is more appropriate at the Diploma level in that the Application of the unit describes 'the unit applying to individuals who manage the work of others and operate within the parameters of a broader strategic and/or business plan.' *BSBMGT617 Develop and implement a business plan* which was at the Diploma level has now been moved to the Advanced Diploma level as the Application of this unit describes a broader and more strategic scope focusing on developing and implementing a business plan to 'run a business operation.'

Industry experts who provided feedback on this matter feel that *AMPMGT606 Analyse and develop enterprise systems for new opportunities* and *AMPMGT607 Establish new markets* have substantially different focuses and approaches and are both needed.

Industry experts who provided feedback on this matter also feel that *AMPGT603 Manage meat processing systems to maintain and improve product quality* and *AMPMGT501 Design and manage the food safety system* have different focuses and target different groups and have different scope.

Both qualifications have had their entry requirements revised with the Diploma now stating the following:

Entry into this qualification is open to individuals who:

	<ul style="list-style-type: none"> The Diploma requires completion of four level 4 Units OR 'deemed equivalence in industry skills and knowledge'. This wording worries me. What is 'deemed equivalence'? Who is deeming what? I guess we are trying to say something like: OR <i>can demonstrate equivalent skills and knowledge gained through meat processing industry experience and/or other relevant education/training.</i> 	<ul style="list-style-type: none"> have completed the following units of competency prior to commencement of this qualification: <ul style="list-style-type: none"> AMPCOR401 Manage own work performance AMPCOR402 Facilitate Quality Assurance process AMPCOR403 Participate in workplace health and safety risk control process AMPCOR404 Facilitate hygiene and sanitation performance <p>Or</p> <ul style="list-style-type: none"> have experience managing a team and managing technical meat areas or business areas in establishments in the meat industry <p>The Advanced Diploma has the following entry requirements:</p> <p>Entry into this qualification is open to individuals who:</p> <ul style="list-style-type: none"> Have achieved the Diploma of Meat Processing <p>Or</p> <ul style="list-style-type: none"> Have experience leading and managing people/teams and technical, functional or business areas at management level in establishments in the meat industry
Government department	<p>Feedback on Dip & Adv Dip Meat Processing</p> <p>Assuming that I have the correct interpretation, I am pleased to say that in my opinion the new drafts of <i>AMP50115 Diploma of Meat Processing (Meat Retailing)</i> and <i>AMP50215 Diploma of Meat Processing</i> meet the Standards for Training Packages 2012. Prior to seeking endorsement by the AISC these drafts will need to be formally presented to all State Training Authorities through the usual channels in accordance with the Training Package Development and Endorsement Process Policy 2019.</p> <p>As we also discussed I fully support the retention of these two qualifications. They provide the essential skills and knowledge required by senior staff in the meat processing sector. Enrolment numbers will always be very low but it is imperative that there are highly skilled staff in these critical positions in the Australian multi-million dollar domestic and export meat industry.</p> <p>New units need to be issued to stakeholders for review</p>	<p>Thank you for your feedback and support for the retention of the two qualifications.</p> <p>Please note that all the components associated with this project will go back through the Edit and Equity, Quality Assurance and STA reviews prior to submission to the AISC for their provisional endorsement and endorsement by the state and territory ministers.</p> <p>We are grateful for the feedback on the two new units.</p>

	<p>Feedback on entry requirements needing to be achieved before the qual, specific for KS and experience and expressed in terms of competency</p> <p>Entry req's mandatory and rationale in Implementation guide</p> <p>Rationale must be provided in validation</p>	
RTO Qld	<p>Feedback on Dip & Adv Dip Meat Processing</p> <p>'I had a look at the documents and they appear okay to me.'</p>	Noted and thank you for your feedback
RTO Qld	<p>AMP50220, this seems to me a bit underdone, at Diploma level I would expect at least 8 – 10 units with at least 8 at AQF 5 and the cert IV cores as pre-requisite. AHC Diploma require 10 units. BSB Diploma require 8-10 units. FBP require 20 units</p> <p>AMP60120, again not enough units?? AHC require 8 units. BSB require 8-12 units.</p>	<p>Thank you for your feedback.</p> <p>It should be noted that it is not always about the number of the units to complete that is important when considering a qualification. Consideration must also be taken into account around the size and complexity of the units. When compared to other level 5 units from other training packages, the AMP units are fairly substantial which require more hours to complete. The lower number of units required to complete the qualification still matches the volume of learning required for a diploma which is between 1 – 2 years which equates to 1200 – 2400 hours.</p> <p>It should be noted that for a long time the Diploma has always had 6 units, and when it was embedded (nested) in the Advanced Diploma, to do the Advanced Diploma individuals only needed to select a further 4 units – so as a stand-alone qualification the updated version of the Advanced Diploma has actually increased by 2 units and the time it will take to complete has also increased. As well, a Quality Assurance panel member reviewed the drafts and determined that the AQF alignment for both qualifications were now appropriate and both qualifications meet the Standards for Training Packages 2012.</p> <p>Regarding prerequisites, qualifications are not allowed to have prerequisites, only entry requirements, and they must ensure they do not pose any unnecessary barriers to entry for the qualification. Entry requirements need to specify the knowledge, skills, or experience required to commence the qualification, and these must be expressed in terms of competency or licensing.</p>

<p>RTO Qld</p>	<p>Diploma of Meat Processing</p> <p>Do you agree with the qualification description?</p> <ul style="list-style-type: none"> <i>The description needs to reference to managing finances or budgets as this should form a component of roles at this level.</i> <i>Impact could mean however, that Manager Finances/budgets unit would always need to be included – leading to a loss of flexibility in unit selection?</i> <p>Do you agree with the minor change to the packaging rules?</p> <ul style="list-style-type: none"> <i>Need to specify that imported units are at Diploma or Advanced Diploma level – with only 6 units a Cert IV unit would devalue the qualification.</i> <p>Do you have any other comments or feedback on this draft?</p> <ul style="list-style-type: none"> <i>Need one or more Elective units with a HR focus – possibly related to attraction and retention, managing performance, HR systems</i> <p>Advanced Diploma of Meat Processing</p> <p>Do you agree with the qualification description?</p> <ul style="list-style-type: none"> <i>The description needs to reference to managing finances or budgets as this should form a component of roles at this level.</i> <i>Impact could mean however, that Manager Finances/budgets unit would always need to be included – leading to a loss of flexibility in unit selection?</i> <p>Do you agree with the proposed entry requirements? Should other skills and knowledge be added to the list or any that are listed there be removed?</p> <ul style="list-style-type: none"> <i>Also need to show experience / knowledge of managing and maintaining budgets and possibly financial system</i> <p>Do you agree with the Packaging Rules? Are the number of units required too few, sufficient or too many?</p> <ul style="list-style-type: none"> <i>Is the Assess and purchase livestock unit at the right level for this qualification? It appears that the activities in this unit do not match to a senior managers role.</i> <i>Units required is too few – high level HR units required, lead and manage organisational change, provide leadership across organisation and develop and implement a business plan – a few examples provided below.</i> <ul style="list-style-type: none"> <i>BSBINN601 Lead and manage organisational change</i> <i>BSBMGT605 Provide leadership across the organisation</i> <i>BSBMGT617 Develop and implement a business plan</i> 	<p>Thank you for your feedback.</p> <p>There are finance units at both Diploma and Advanced Diploma levels included in the respective qualifications with changes made to the packaging rules.</p> <p>Additional units have been added to the Advanced Diploma qualification to provide greater choice and flexibility of the qualification that an individual can choose to meet their needs.</p> <p>Management of people units included at both Diploma and Advanced Diploma – <i>BSBWOR502 Lead and manage team effectiveness, BSBMGT605 Provide leadership across the organisation</i></p>
----------------	---	---

- *BSBMGT615- Contribute to organisation development*
- *BSBMGT616- Develop and implement strategic plans*
- *BSBHRM602- Manage human resources strategic planning*

Do you have any other comments or feedback on this draft?

1. *Given the high turnover rate in the meat industry, attraction challenges, the lack of HR focus in both qualifications needs to be addressed*