



Welcome to the second edition of the FTH Skills Council Newsletter.

It's through the Newsletter that the Council aims to keep you informed regarding its workforce planning and development activities and the strategies it is adopting to assist our industries meet emerging skill needs particularly at a time when skilled staff are at a premium. The Council hopes that the work it is undertaking on behalf of the food and beverage and tourism and hospitality industries assists businesses in the integration of their skill and business development.

Your distribution of the Newsletter to colleagues within your networks would be most appreciated.

Regards

John Cassebohm
EXECUTIVE OFFICER

July 11, 2006



EVENTS

SOUTH AUSTRALIAN TRAINING AWARDS 2006

We are pleased to announce the sponsorship of the Food Training SA and FTH Skills Council Aboriginal and Torres Strait Islander Student of the Year Award for the 2006 South Australian Training Awards.

The South Australian Training Awards recognise outstanding achievements in vocational education and training (VET) through a highly prestigious Awards program covering both student and enterprise awards.

Applications for the awards have now closed. However you are invited to attend a Gala Dinner to be held at the Adelaide Convention Centre on Friday 1 September 2006 at which the Awards will be presented.

For further information please contact Mary Ionno on (08) 8463 6514 or visit the web site www.satrainingsawards.sa.edu.au

SOUTH AUSTRALIAN PREMIERS' FOOD AWARDS 2006

We are pleased to announce the sponsorship of the Food Training SA and FTH Skills Council Workforce Development Award for the 2006 South Australian Premiers Food Awards.

The Ninth Annual South Australian Premier's Food Awards recognise outstanding achievement and excellence in the South Australian Food Industry by identifying businesses and individuals that have demonstrated vision, leadership and innovation.

They are a fantastic way for businesses to be recognised and awarded for being their best in their field.

Applications will be received up to Wednesday 16 August 2006 with the Awards Presentation Gala Dinner being held at the Adelaide Convention Centre on Friday 10 November 2006.

For more information about the Premier's Food Awards and for a copy of the application form visit the web site www.safoodcentre.com/premiersfoodawards or contact Sue Rogers on (08) 8226 0468

AGRI-FOOD NATIONAL CONFERENCE 2006

Agri-food is one of Australia's most critical industries involving approximately 140,000 large and small enterprises with an estimated annual turnover of \$80 billion and employing 800,000 workers.

The national conference will be the first time Australia's national agri-food industries have come together to explore the latest thinking on industry training processes and examine ways to make training, skills and workplace innovation flexible, mobile, appropriate and relevant.

The objective of the conference is to set a new national agenda for agri-food industry skills, workplace training and innovation by drawing together industry stakeholder groups/peak bodies, training organisations/agencies, agricultural research agencies, unions, entrepreneurs and political leaders.

The Conference will be held on 28 – 29 September 2006 at the Sofitel Hotel Melbourne Victoria.

To register for the conference contact Peter Clack on (02) 6163 7268 or 0418 978 090 or email peter.clack@agrifoodskills.net.au



TRAINING PACKAGE REVIEW

REVIEW OF THE FOOD PROCESSING TRAINING PACKAGE (FDF03)

The Board of the Agri-Food Industry Skills Council is conducting an analysis of the Food Processing Sector to determine its future skills development needs. Changes to Australian Government policy and procedures require the incorporation of employability skills, identification and removal of unnecessary duplication and template adherence.

The Food Processing Training Package is the national benchmark for skills development in the industry and comprises the nationally-endorsed qualifications for the food processing sectors.

The second iteration of the Food Processing Training Package (FDF03) has been in operation since March 2003. In keeping with its role in managing continuous improvement of training packages, the Agri-Food Industry Skills Council is undertaking an environmental scan to determine the accuracy and effectiveness of the package and its qualifications.

Should you require any further information please contact Jane Brownbill, Project Manager, Agri-Food Industry Skills Council, phone (02) 6163 7230 or email jane.brownbill@agrifoodskills.net.au



INDUSTRY RECOGNITION

The FTH Skills Council administers an Industry Recognition program that enables persons who:

- have not completed an apprenticeship but developed the skills and knowledge for a trade through employment and training in a trade related occupation, or an occupation that allowed the applicant to develop trade related skills, or
- have gained an trade qualification overseas

to apply for a *Certificate of Recognition* (Trade Papers) in a particular trade. The Certificate of Recognition is issued by the State Training and Skills Commission on the recommendation of one of the Council's Industry Recognition Panels.

COOKS INDUSTRY RECOGNITION

We are currently in the process of re-applying to have the Cooks Recognition procedure approved and recognised. We are hopeful that the process will be finalised and underway within the next few months.

BAKING INDUSTRY RECOGNITION

Approval in principle has been given by the State Training and Skills Commission to the operation of a Bakers Recognition process similar to the Cooks. We are hopeful that the process will be finalised and underway by September, 2006.

MEAT INDUSTRY RECOGNITION

We intend to apply to the State Training and Skills Commission to have the Meat Industry Recognition procedure approved and recognised. We are hopeful that the process will be finalised and underway by November 2006.

For further information please [contact us](#) on (08) 8362 6012 or [refer to our website for further details](#).



WHAT'S BEEN HAPPENING?

The following is an update on the major Workforce Development projects managed by the Skills Council and funded by the State Government under the *South Australia Works* program with industry support:

COOKS WORKFORCE DEVELOPMENT PROJECT

As detailed in our first newsletter the Cooks project aims at addressing a continuing shortage of well qualified and experienced staff in the hospitality industry through the development of closer working relationship between TAFESA and industry during the initial and post graduate training of staff through the development and implementation of a series of new initiatives.

CASE MANAGEMENT

The development of Case Managers within TAFESA is progressing satisfactorily with 20 TAFESA staff across the State currently involved in Case Management training which will enable these "learning consultants" to manage the learning of individuals within their workplace whether they are an employee or employer. As previously indicated Case Management takes a holistic view of an employee's technical, personal and professional development to enable them to operate effectively within their workplace and also supports the business owner to identify and develop better business practices to manage, develop and skill their staff. In doing so, Case Management fosters better relationships to significantly improve staff retention and business performance. Case Management training now contributes to the professional development of staff not only in cooking but front of house and into bakery, butchery etc.

The growth of Case Management over the next five years will no doubt be significant. TAFESA currently have around 1000 apprentices and trainees in cookery, butchery, bakery and front of house. When the on-line learning tool is fully operational all apprentices in the food trade areas will be under some form of case management. To complement the Case Management program the Skills Councils is currently exploring with industry the development of short-term intensive management focused professional development training programs that would assist management to effectively manage the technical and professional development of their staff. Additionally, the training will assist managers in meeting the day to day demands of their business and improve the attraction and retention of staff.

YOUNG LEADERS PROGRAM - APPETITE FOR SUCCESS

Currently 27 young leaders and 25 industry mentors are involved in the program with indications that this figure will rise to 115 young leaders and 115 mentors in 2007, and expected to reach 400 of each by 2010.

Work is currently being conducted to customise the program to other industry sectors. 2007 will see the promotion of this program to hospitality Front of House staff, hospitality back of house staff and butchery and bakery staff.

For further information please refer to website: www.appetiteforsuccess.com.au

ATTRACTION & RETENTION OF LABOUR IN THE SOUTH AUSTRALIAN MEAT INDUSTRY

The Meat Industry in South Australia is entering a period of substantial growth with the current annual production of \$2.5 billion projected to double over the next 5 to 7 years. To be able to successfully achieve that level of growth the Meat Industry will need to secure a flexible, skilled, and motivated workforce which will be retained in the industry over that period and in the longer term.

To assist industry in meeting its workforce needs the FTH Skills Council is bringing together key industry stakeholders, government and other agencies to undertake a joint venture project aimed at enabling industry to:

- attract suitable personnel
- retain current and new staff
- access appropriate entry level and on-job training
- provide accurate career advice
- promote multi-skilling
- further develop skills of its managers, and
- address issues affecting the above which may limit industry performance and growth

The Workforce Development framework for this project includes a number of key strategies which aim to support the development and implementation of pilot activities in the SE Limestone Coast Region of SA. These activities include:

- The development of a **School Based New Apprenticeship Program** jointly operated by Group Training Employment (GTE), MAXIMA Group Training and TAFESA Meat Studies Program. This program commenced in April at the Mt Gambier TAFE Food Processing Section and currently supports 11 students from Mt Gambier, Naracoorte, Grant and Millicent High Schools. These students also work one day a week with a range of host employers including large and small retailers from Naracoorte, Penola, Mt Gambier and Millicent.

- Negotiation of a **collaborative model for attraction of new workers** in the region has included a range of visits to local development agencies and the Meat Processing Plants located in the Upper SE.
- Ongoing development of the joint Industry/Union “**Training for Retention**” **Road Show** to assist regionally based processors and retailers with Professional Development strategies.
- The production of a Meat Industry **Resource** that will advise and support the development of Meat Industry workforce at small, medium and large enterprise levels. A proposal has been put forward to the MLA and AMIC requesting further input and support for the development of this Resource in hard copy and online format

Statewide Growth Strategy:

Our Statewide Growth Strategy has certainly taken off well. As mentioned in issue 1 of the Meat Industry Newsletter, our Employers Forum has resulted in the development of pre-skilling programs that will lead to a significant number of employment opportunities across the State.

The need for collaborative arrangements that attract and support people in new jobs in locations is significant across most regions of SA. The Barossa Riverland and Mid North Area Consultative Committee and the Yorke Regional Development Board have taken a proactive approach to overcoming some of the issues that surround these needs.

Current negotiations around the development of a Social Partnerships Model that will better support the attraction and retention of new and existing workers, the infrastructure required to support it and development of a community preparedness campaign.

For further information on this project please contact our Project Manager Kerry Smith on 0402895822 or our Project Officer Graeme Elliott on 0434600201.

THE SOUTH AUSTRALIAN WINE INDUSTRY EMPLOYMENT STRATEGY

The State Government and industry are working together to create a flexible, skilled and motivated workforce that will create a profitable and sustainable wine industry in South Australia.

With the national wine industry experiencing challenging times, the State Government has contributed towards this project which will develop an essential solution to address skills shortages in the wine industry.

The South Australian Wine Industry Employment Strategy Project will address workforce development targets outlined in the strategy *Wine: A Partnership 2005-2010*, to provide a clearer picture of current and future workforce requirements within the wine industry and recommend strategies for the way forward.

In 2005, the wine industry accounted for 21% of exports from South Australia, worth \$1.57 billion. The Wine Partnering Strategy has a target to increase the value of exports to \$2.2 billion by 2010 to support the export targets of the State Strategic Plan. To enable this growth, it is essential the wine industry has better workforce planning to underpin development of a greater workforce and quality employment.

The project was initiated by the Food, Tourism & Hospitality Industry Skills Advisory Council and is supported through the Winemakers' Federation of Australia.

The steering committee representing the project includes representatives from the South Australian Wine Industry Association, FTH Skills Council, and the wine industry, as well as government representatives from the Department of Further Education, Employment, Science and Technology and Primary Industries and Resources SA.

For further information on this project please contact our Project Manager Peter Mansfield on (08) 8222 9255.

We acknowledge and thank the Government of South Australia for their support & funding of the projects.

THE TOURISM WORKFORCE DEVELOPMENT PLAN

In 2004 the South Australian Minister for Tourism established the Minister's Roundtable on tourism to provide a forum for industry to raise issues of concern and to provide a mechanism for the South Australian Tourism Plan to be monitored.

During the meetings of the Roundtable members raised concerns that the industry was facing a skills and labor shortage and as a result a working party was established to create a Workforce Development Plan for the South Australian Tourism industry. The Skills Council is represented on that working group.

Emerging from the work of that group has been the production of a Draft Plan which is currently being reviewed for final consideration.

The Executive Officer for the project is Mr David Rowe who can be contacted on (08) 8463 4681.



TRAINING

LIQUOR LICENSEE TRAINING

To assist you in conformance with current Liquor licensing regulations enforced by the Office of the Liquor and Gambling Commissioner, FTH Skills Council broker the following courses for Liquor Licensees.

Courses are held in our training rooms at 5-9 Rundle Street, Kent Town.

- **Customer Relations & Responsible Service of Alcohol**
9.30am - 1.30pm \$85.00 per participant (GST free)
Course dates for the remainder of 2006:
July 18, August 8, August 29, September 19, October 17, November 14, December 5

- **Liquor Licensing Laws**
2.30pm - 4.30pm \$65.00 per participant (GST free)
Course dates for the remainder of 2006:
July 18, August 8, August 29, September 19, October 17, November 14, December 5

Should you be interested in attending these courses please [contact us](#) on (08) 8362 6012 or refer to our website for further details.

Please contact the Office of the Liquor and Gambling Commissioner should you have any queries in relation to your requirement for training. For further information please refer to www.olgc.sa.gov.au

FOOD SAFETY TRAINING

An important objective of The South Australian Food Act is to ensure that food for sale is both safe and suitable for human consumption. To be compliant with the Act, food handlers should be familiar with the nationally uniform food safety standards developed by Food Standards Australia New Zealand (FSANZ).

To assist you to practice food hygiene in compliance with current regulations, FTH Skills Council together with Dr Jim Ralph from TAFESA Regency Campus, have developed the following short courses in Food Safety.

- **Food Safety: Legislation and Compliance**
- **Developing a HACCP Based Food Safety Program**
- **Nutrition and Food Labelling**

These courses are designed to help meet the needs of all food handlers including cooks, teachers, canteen staff, aged care workers and other persons, who prepare, store, transport or sell food.

Courses are held in our training rooms at **5-9 Rundle Street, Kent Town.**

Course dates and costs for the second half of this year have yet to be finalised however if you are interested in attending these courses please [contact us](#) on (08) 8362 6012 or [refer to our website for further details](#).



FUNDING OPPORTUNITIES

Food South Australia has appointed Will Joscelyne as Project Officer – Food Innovation, Federal Funding Support. His role is to assist South Australian food businesses to access grant funding and to increase awareness among the food business community about what funding programs are available, what they involve and what they are designed to assist with.

For further information please contact Will Joscelyne, Food South Australia, phone (08) 8226 8701 or email joscelyne.will@saugov.sa.gov.au



MEMBERSHIP

Membership of FTH Skills Council is free of charge, and will not incur any liability for members. We will undertake to keep you informed of the latest developments in training and related issues and seek to offer services that add value to your business.

Do you have colleagues that would be interested in our newsletter? If so, please forward this to them and they can contact us to apply for membership.



CONTACTS

Our team consists of:

John Cassebohm	Executive Officer
Carol Graham	Office Manager
Kerryn Smith	Project Manager – Cooks Retention and Meat Industry Projects
Graeme Elliott	Project Officer - Meat Industry Project
Peter Mansfield	Project Manager – The South Australian Wine industry Employment Strategy

FTH Skills Council Board is underpinned by the Tourism & Hospitality and Food & Beverage Standing Committees, comprising key industry representatives who we thank for their valued contribution and commitment.

If we can assist you in any way please do not hesitate to [contact us](#) on (08) 83626012.