

Confirmation of the Decisions and Actions Points from the NZ Pork Training Committee Meeting

NEW ZEALAND PORK INDUSTRY BOARD

NZ Pork Training Committee held via teleconference on 20 October 2017 at 12.30 p.m.

1. IN ATTENDANCE

Ian Barugh (NZ Pork), Cherie Ackroyd (Moorpork), Holly Sterne (Patoa), Andrew Managh (Ratanui), Jason Palmer (Southern Pork), Eric Neumann (EPI Insight/NZ Pork), Grant Skilton, Jeska McHugh (NZ Pork)

2. APOLOGIES

Bruce Welch (PVS/PIC), Paul Davey (Stonewall)

3. CONFIRMATION OF LAST MEETING MINUTES

The committee confirmed that the previous meeting minutes (24 August 2017) were correct with the two additional changes from Ian Barugh:

- 1) Item 6b. NZ Pork does not invest in Level 2 qualifications for staff induction but have resources available.
- 2) Additional note within the SunPork action item to acknowledge SunPork's interest in being a training provider.

4. ACTION LIST

The purpose of this teleconference was to provide the committee with an update on the agreed action list documented at the previous meeting. The action list has been updated in the 'status' column in section 6 of these minutes with a general comment e.g. not started, on track, completed etc.

5. DISCUSSION

The key points taken from the discussion and feedback resulting from the update on the action list is summarised below.

Skilled migrant status (Ian Barugh)

Contacting INZ is no longer urgent since the committee has agreed to continue with the NZQA qualification. This will be followed up at a later stage and due date has been amended to reflect this.

Celebrating success (Jeska McHugh)

Primary ITO will email NZ Pork as each trainee graduates. NZ Pork will contact the trainee's employer to seek permission to 1) publish their name in the newsletter and 2) publish a short story regarding their training journey. NZ Pork will contact Primary ITO to obtain a list of graduates from the past six months with the idea of having a list one training success story each Pork Outlook edition.

e-Learning inventory (Eric Neumann)

Four e-learning tools have been reviewed. Below is a summary of the key points.

- 1) AgCreate Solutions Inc have developed the **Pork Avenue** Training Portal. There are around 120 modules of varying lengths (typically 3-6 minutes) as well as a smaller number of specialised modules (approximately 20 minutes in length) Pork Avenue covers every topic for running a pig farm. Aprium is the global partner/distributor based in Australia. There is an online assessment completed by the trainee. The trainer/supervisors receive an email notification of the completed module as learning points for further discussion with the trainee. There is a graphical SOPs for each lesson containing pictures and photographs with a few bullet points. Eric and Ian feel that Pork Avenue is the most complete set of materials. There are some North American nuances like terminology (hogs, nursery etc) but both Eric and Ian feel that the quality of the training overrides this. The fees are currently USD\$150 per enrolled person, minimum of USD\$1,500 per farm for up to 10 logons. This may not suit New Zealand situation. However, some farms may have staff that are not working toward a qualification that use the training materials. Park Avenue can modify existing lessons (e.g. Health & Safety to meet NZ compliance requirements) and also create new lessons. The portal is light weight in terms of band width requirements, the user does not need to download anything and is purely web driven. Holly has asked if the committee can access Pork Avenue to review and Eric will investigate this

- 2) **ProHand** plays a role in teaching pig handling and attitudes to pigs and useful for induction training. No further progress, still trying to confirm that there is signed an agreement from University of Melbourne, APL and the Australian Government. There is an expression of interest in ProHand Abattoir.

- 3) **QCONZ** modules. There are currently 25 modules based on Ian's presentation materials from delivering block courses. The challenge is that some modules are too detailed for the general public but are not descriptive enough as a first layer training tool. The module 'talks about things but doesn't tell you how to do things'. There is a decision to be made if we go through the financial investment and time to turn the modules into training materials or keep the modules as revision materials or for use on the NZPork website and for staff induction.

- 4) **SunPork -eLearning programme** are based on Pork Avenue material from the US. An eLearning programme was developed for Sunpork. The feedback was that eLearning wasn't working that well from an implementation point of view. The SunPork feedback is that Pork Avenue lessons are very good. They paid some money to get an Australian flavour added two years ago. There was also some negative feedback:
 - Of those signed up, less than 10% did any lessons. reasons given internet speeds slow, large amount of data to download and staff didn't want to download on personal computer, some staff didn't have access to a computer, some were too busy.
 - After 12 months ceased using the tool. Staff are still happy to complete written assignments at home and get practical lessons delivered on farm.

QCONZ e-Learning topics

This will be confirmed once the e-learning inventory has been mapped.

NZ Pork Training Budget

This will be confirmed after the next NZ Pork Board meeting on 30 October 2017.

ITO Copyright

Ian Barugh has been in contact with Primary ITO. There are no issues with use of existing materials Primary ITO are happy to help in any capacity they can.

Existing trainees

Ian B confirmed that existing trainees signed up before the end of 2017 can finish their current qualifications. There will be block courses in 2018 for those that need to complete the qualification. The plan is that ITO can extend the end date out 12 to 18 months. A Level 4 management course has been planned for March 2018.

e-Learning module use

Eric Neumann and Ian Barugh have been working on mapping the four options (see e-learning inventory) against the new NZQA outcome based standards. This includes how to package the learning materials, costings and the people to deliver NZQA qualifications. This work will be completed by the end of 2017.

Producers provided feedback on how the modules would be used:

- Structured times, at end of the working day, supply computer, room and trainer. If the training is mandatory then providing time on farm and if voluntary then worker would provide their own time. Interested in formalising a compulsory component as part of a Stockpersons professional development.
- Onsite running of modules, in farm time with external assessor coming onsite. Farm does not have internet or cellphone coverage so that is an issue to be worked through by the farm.
- On-farm training with an on-farm assessor sitting alongside the trainee so that there is chance for discussion.
- Online component and assessor would come in once a month to answer trainee questions.

Future Training Topics

Ian Barugh and Jeska McHugh are progressing the additional training suggestion of management/responses for farm staff of activism/negative media events affecting the pork industry.

6. ACTION LIST

The following list will be used to manage actions arising from this and future committee meetings.

ACTION TASK LIST	WHO	WHAT	STATUS
DATE ADDED		24 AUGUST 2017	
Skilled migrant status	Ian Barugh	Contact INZ to determine if skilled migrant status can be maintained with non-NZQA qualification and the options for establishing equivalence. (Note: Not sure this is needed as the meeting agreed to continue with NZQA Training. IB)	Due: TBC.
Celebrating success	Jeska McHugh	Work with Dan Goodrich (NZPork) to establish a process for recognition of all graduates 1) Pork Outlook newsletter 2) NZ Pork Conference	Due 13 September 2017 Confirmed. Will be a Pork Outlook-monthly task
e-Learning inventory	Eric Neumann	Complete an inventory of what other e-learning materials are available. That could be complimentary/supplementary to those being developed by QCONZ. Bruce Welch suggested materials from pharmaceutical companies. Contact Pork Avenue and request if members of the training committee can access the portal to review.	Due 30 November 2017 On track for the end of December Due 22 December 2017
QCONZ e-Learning topics	Ian Barugh	Identify what additional topics are needed to add to the proposed 25 e-learning modules that are currently in development with QCONZ.	Due 22 December 2017
NZ Pork Training Budget	Jeska McHugh	To generate budget number that would be required to support the all the training needs identified at this meeting and over the next month as further investigation of issues is completed, link into NZPork to confirm a training budget for 2017/18 year.	Due 25 September 2017 On track for 30 th October

ProHand	Ian Barugh	Follow-up with Chris Trengrove regarding progress on accessing ProHand and get access for the NZ pork industry.	Due 29 September 2017 Waiting on owner release
NZQA face-to-face block course	Ian Barugh	NZ Pork to schedule two Level 3 and two Level 4 off job block courses are per year. This is for of the new curriculum around level 3 and Level 4 NZ Certificates of Pork Production. Dates to be tentatively set for 2018 year in late October.	Due 27 September 2017 Still being Worked through
ITO Copyright	Ian Barugh	Get confirmation from Primary ITO that existing qualification materials can be used by NZ Pork to develop new materials both inside and outside of the NZQA framework.	Due 27 October 2017 Completed
Existing trainees	Ian Barugh	Confirm with Primary ITO the process and protection of existing trainees that are currently enrolled in training.	Due 27 October 2017 Completed
Costing models	Eric Neumann	Provide costing models and sensitivity analysis (trainee numbers) for the delivery providers 1) Primary ITO, or 2) QCONZ full service, or 3) QCONZ with NZ Pork providing admin support, or 4) Other combinations of the above.	Due 27 October 2017 On track for 22 December 2017
e-Learning module use	Eric Neumann	NZ Pork to provide a paper to the committee on how e-Learning modules may be used through the wider training package.	Due 28 February 2017
SunPork	Ian Barugh	Contact Ross Brown (SunPork) to discuss their involvement in NZ training courses. and interest in being a training provider.	Due 27 October 2017 Completed
Future training topics	Ian Barugh	Follow up on Grant Skilton's suggestion of two additional training topics: Large litter management/fostering, and management/responses for farm staff of activism/negative media events affecting the pork industry. Confirm where these fit in the training package e.g. part of NZQA Level	Due 28 February 2018

		3/ Level 4 qualifications, extension topic, e-Learning module etc. Also confirm the process on how suggestions from farmers for training topics will be actioned.	
Verifier QA	All Committee members	The issue of the variation in quality and consistency of the on-farm (verifiers) was raised. This is something to work through and discuss what resources and support the verifiers will receive.	TBC

7. NEXT MEETING

The next meeting of the training committee will be held once there is a proposal to discuss.