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AFAM ITAB

Agriculture, Food
& Animal Management

September 2023

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If you have any questions relating to skills and training in NSW, please don't hesitate to contact me.

Best wishes,
Jess

Engagement Activities

This month:

AFAM attended a workshop organised by [Skills Insight's Jobs and Skills Council](#) (JSC) which brought together all the ITABs from across Australia within the JSC coverage. Skills Insight recognises that to achieve results for the agribusiness, fibre and furnishing industries the JSC must work in partnership with existing organisations, including ITABs. JSCs have a broad remit and will be able to focus on [workforce planning, implementation, promotion and monitoring and industry stewardship](#) in addition to training package development. The meeting outlined the expectations of the JSC program on Workforce Planning in greater detail and gave us the opportunity to discuss priorities and challenges and the ways in which ITABs and the JSC could work together. It was a positive experience for the first meeting of this new network that will help us to support industry.



AFAM and MINTRAC were delighted to attend Australian Meat Processor Corporation (AMPC) women in trades program this month. AMPC won a Department of Education and Training's Women in Trades grant and are running three programs that will allow women to learn about and experience maintenance trade roles in red meat processing. These include roles such as fitter and turners, electricians and plumbers. Participants in the program were given the opportunity to visit a meat processing plant in Singleton to hear more about the day-to-day tasks of apprentices, the various roles at a meat processing plant and technology developments in the industry.





AFAM enjoyed meeting with Cider Australia, Independent Brewers Association and NSW Wine Industry Association at a beverage industry group meeting organised by TAFE NSW. The meeting was held at the TAFE Kurri Kurri campus, which has made significant technological upgrades to improve its online delivery of viticulture training. It is the only TAFE campus with a fully functioning winery in Australia. The meeting provided an excellent opportunity for AFAM to get a better understanding of the skills, training and workforce needs of the beverage industry and gain valuable feedback from students currently undertaking the Diploma of Viticulture.



Smart and Skilled Update

Updated - skills compare search tool

Available on the Skills NSW website, the [Skills Compare search tool](#) allows students to discover NSW Government-subsidised and Fee-Free VET courses. It has recently been updated to include new course comparison features of course duration and course outcome classification. These are designed to help students choose the most suitable training for them.

If you have any questions or comments relating to Skills Compare, please email MarketDesign.Implementation@det.nsw.edu.au

AgSkilled 3.0 New Livestock Course Available

We are pleased to announce that livestock units are now available through AgSkilled 3.0. Newly introduced livestock training includes:

- Artificial Insemination and Pregnancy Testing
- Faecal worm egg counting
- Livestock management
- Livestock supervisors' course - designed for supervisors and managers
- Shearing
- Crutching

Primary producers, farm employees, industry professionals (e.g. agronomist) or someone seeking employment in the sector, including job seekers and school leavers are eligible for the AgSkilled program.

Read [more information on AgSkilled 3.0](#) and [view a full list of courses funded under AgSkilled 3.0](#)

Innovations in Trade Pathways Grant Winners

The NSW Government has provided Innovations in Trade Pathways grants of up to \$500,000 to enable the delivery of industry-led projects that enhance pathways to trade qualifications.

AFAM would like to congratulate all organisations that received funding to support their project ideas. The organisations successful in AFAM's coverage include: Baking Association of Australia, Dairy NSW, MINTRAC (Meat Industry Training & Advisory Council) and the Nursery & Garden Industry Association. This month we're highlighting the Nursery & Garden Industry Association.

Nursery and Garden Industry NSW & ACT (NGINA) successfully received a grant that addressed the projects aims of:

- being delivered in one of more of Training Services NSW regions
- enhancing pathways outside of an apprenticeship or traineeship
- enabling participants to attain trade qualifications
- being delivered over a 12-month period until June 2024.

Many people working in the nursery and gardens industry already have skills and knowledge, gained through working, volunteering or previous study, which could be directly relevant to a Certificate III in Nursery Operations (Retail or Production Stream). Applying for recognition of this experience and skills could reduce the amount of time needed to study and get a qualification, however, the Recognition of Prior Learning (RPL) pathway to a qualification gets very little take-up in the nursery and gardens industry.

NGINA and Training Services NSW are determined to change that by making the process of collecting evidence a lot easier. NGINA has engaged software developers, PACE, to build an evidence-collection tool to help experienced workers attain Certificate III in Nursery Operations via RPL and gap training. The digital platform will enable learners to upload evidence of skills and training completed and NGINA's skill tracking software will initially prequalify students to determine their eligibility for RPL. Once accepted, the learner will be able to upload their evidence for all 16 modules of the qualification.

Industry best practices and standards will be used to align unit performance criteria with outcomes ensuring evidence is current and valid. Most importantly the app will remove the ambiguity that often surrounds the types of evidence required, overcome the level of numeracy and literacy required which is often a barrier and often makes it harder for some cohorts to engage with the process and it will streamline what has been an inefficient process. Congratulations NGINA.



'Innovate to Grow: Agrifood' - Free Online Learning Program From CSIRO

'Innovate to Grow: Agrifood' runs for 10 weeks from November as a virtual, self-paced learning program. It is designed to help early-stage companies assess how they can advance their technologies, solutions and ideas through research and development.

Beginning 2 November, the program is available for a limited number of small to medium enterprises working across the following sub-sectors:

- complementary proteins
- meat and meat processing
- agriculture
- aquaculture
- livestock
- beverage and/or fermentation
- food product manufacturing.

The program is supported by the CSIRO Trusted Agrifood Export Mission and Future Protein Mission.

Applications close Sunday 15 October. [Find out more and apply.](#)

NSW Training Awards 2023 Winners

Congratulations to Celina Pellet who won the Special Industry award – 2023 Women in Trades. Celina trained at Tocal College in the Certificate III in Agriculture (Dairy Production). Celina threw herself into the qualification despite concerns that her 'city girl' childhood would hold her back from excelling in agriculture. Now she is planning to complete a Certificate IV in Agriculture and a Diploma of Agriculture simultaneously stating, 'This pathway is where I'm meant to be.'

AFAM congratulates [all the winners of this year's awards](#) across the various categories.



Upcoming: National Safe Work Month - October

AFAM encourages all industries to start preparing for National Safe Work Month in October. The primary objective of national safe work month is to encourage all individuals and organisations to prioritise safety in their workplaces and work towards reducing the number of work-related injuries, illnesses and fatalities.

Each week this October will focus on a different health and safety area that involves working together to:

- manage risks at work (Week 1)
- protect workers' mental health (Week 2)
- support all workers (Week 3)
- create a safe and healthy workplace (Week 4).

A range of campaign resources are available to promote National Safe Work Month in your workplace including logos and posters. You will find campaign kits for outdoor workers and indoor workers on the Safe Work Australia website.



Jobs and Skills Councils Project Updates:

Ag Trade Apprenticeships

Research is underway into the dynamics of a trade apprenticeship in agriculture to help attract new entrants and promote career pathways.

In person and online workshops will be held across the country during October and November to discuss various options for an apprenticeship model. Stakeholders with experience as trainers, employers or employees in the industry are encouraged to register and provide input into how an agricultural apprenticeship could work.

To register for a workshop [visit the project page](#).

AHC Improvements Project

Some of the core skills for work across the agriculture, horticulture, conservation and ecosystem management (AHC) sector have been revised as part of recent projects, bringing them in line with changes in technology, systems and regulations, as well as updated skills in biosecurity, environmental sustainability, quality assurance and work health and safety.

Your feedback is encouraged on the proposed updates to the qualifications and skill sets, so that any implications can be considered. Draft documents are available for your comment via surveys until 6 October 2023.

[View the proposed changes and have your say.](#)

Tree Felling Project

A project is underway to review three forest and wood products units which describe

the skills for felling trees with a chainsaw at a basic, intermediate and advanced level. These units are using in a range of environments in which manual tree felling skills are required, including in arboriculture and agricultural settings.

The project's technical committee will be engaging in a sequence of workshops exploring effective teaching strategies that highlight best practices, with particular attention to safety and tree efficiency. Draft units and relevant documentation will then be available for feedback on [the project webpage](#).



Tree felling image credit Power Safety Training

NSW Grants, Opportunities and Scholarships

The following grants, opportunities and scholarships are available to employers and vocational learners. Follow the links for more information.

[Aboriginal Business Advisory Initiative](#): support for existing Aboriginal owned and operated businesses to grow and diversify their business.

[Barranggirra](#): to provide end to end support for Aboriginal and Torres Strait Islander learners through culturally appropriate mentoring to ensure successful retention and completion of training and improved post-training employment outcomes.

[Regional Skills Relocation Grant](#): This grant assists regional NSW businesses in identified industries attract skilled and specialised employees from NSW metropolitan areas, interstate or internationally, to regional NSW. **Applications close 15 December 2023.**

[Resources to Assist in Supervising Your Apprentice or Trainee](#): a series of videos and resources are available.

[Free Training for Veterans](#): to broaden their career opportunities and help transition to civilian life after service, veterans and their partners will have access to free training.

[OCHRE Opportunity Hubs](#): aim to provide First Nations young people with the confidence and knowledge to follow a supported pathway between school and further education and/or employment through partnerships with schools, coordination of local opportunities, mentoring, support and more.

Other Grants and opportunities:

[Free Support to Help Create Mentally Healthy Workplaces](#): SafeWork NSW has a range of programs, tools and resources available to help on the journey to create mentally healthy workplaces.

Please feel welcome share this newsletter with anyone you think might be interested.

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AFAM works in collaboration with Skills Insight.



AFAM is supported and funded by the NSW Government.

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