Greg Cross

MINTRAC Employee upskilling scholarship 2004–2006
Assistant General Manager
Fletcher International Exports (WA)
Qualification: Graduate Diploma of Industrial Relations
Tertiary Institution: Charles Sturt University

The scholarship

The MINTRAC grant was a great opportunity for someone like me who has many years experience in the industry, but no academic support which is a necessity in today's industrial climate.

The course

Without the MINTRAC scholarship I would not have ventured into the university arena. In fact, I would never have known it was an option. The studies have enhanced my knowledge in the Industrial Relations world as I was an individual who thought he knew all that was necessary in managing a company in regards to human resource issues.

I strongly believe senior managers who think they know it all should take a step back, do an honest assessment on themselves and consider re-educating or further educating themselves in this field.

The units enabled me to study the history of Australian Industrial Relations and the Industrial Relations of many countries around the world. This I believe, has benefited my understanding of the need to have a unique system of workplace relations. We need to keep moving forward and ensuring we don't repeat the ugly old days of the industry with a 'them and us' industrial workplace relationship.

Future plans

My future plans are to continue to be active within Fletcher International Exports, endeavouring to sustain our reputation as an industry leader.

Benefits to the company and the industry

The qualifications I have earned give me confidence academically and an understanding that you are never too old to learn.

The qualification has provided me with the opportunity to give something back to the industry in the form of delivering units from the Diploma of Meat Processing as I now have the 'piece of paper' framed and hanging on the wall. Having a university degree is something I never imagined I would have, but I must admit it was hard work.

I have until next January to decide if I will continue my studies for the Masters degree. This is a tough decision as current work demands and studying for a Masters will create a lot of pressure on me and my family.

Recommendation

I strongly recommend individuals from every level of the industry to embrace the opportunities MINTRAC offers.

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